

Senate Standing Committee on Education Employment and Workplace Relations

**QUESTIONS ON NOTICE
Additional Estimates 2011-2012**

Cross Portfolio

DEEWR Question No. EW0932_12

Senator Back provided in writing.

Question

Executive Coaching and Leadership Training

"In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information for this financial year to date:

1. Total spending on these services
2. The number of employees offered these services and their employment classification
3. The number of employees who have utilised these services, their employment classification and how much study leave each employee was granted
4. The names of all service providers engaged. For each service purchased from a provider listed under (4), please provide:
 - a) The name and nature of the service purchased
 - b) Whether the service is one-on-one or group based
 - c) The number of employees who received the service and their employment classification
 - d) The total number of hours involved for all employees
 - e) The total amount spent on the service
 - f) A description of the fees charged (i.e. per hour, complete package)

Where a service was provided at any location other than the department or agency's own premises, please provide:

- i. The location used
- ii. The number of employees who took part on each occasion
- iii. The total number of hours involved for all employees who took part
- iv. Any costs the department or agency's incurred to use the location."

Answer

DEEWR has spent \$227,095.61 on executive coaching services and \$171,064.00 on leadership training services this financial year to date, as at 1 March 2012.

Details of the amount of study leave granted for each employee is provided in DEEWR's response to Question on Notice SQ12-000136, Education expenses.

Table 1 lists the staffing levels to whom executive coaching and leadership training services were promoted in DEEWR and Education, Employment and Workplace Relations (EEWR) portfolio agencies.

Table 2 provides a summary of expenditure for DEEWR and EEWR portfolio agencies. Figures include GST.

Tables 3 and 4 outline executive coaching and leadership training services that were conducted in the 2011-12 financial year by provider. The tables also outline whether the services provided were at a location other than the department or portfolio agency and any costs incurred to use the location.

Table 1 Promotion of executive coaching and leadership training services

Department / portfolio agency	Promoted to
Department of Education, Employment and Workplace Relations (DEEWR)	Australian Public Service (APS) 6, Executive Level (EL) 1 and 2 and Senior Executive Service (SES) officers.
Australian Building and Construction Commission (ABCC)	APS6, EL and SES officers.
Australian Curriculum, Assessment and Reporting Authority (ACARA)	Executive coaching and leadership training services are not generally promoted within ACARA and are instead offered on an identified need basis.
Australian Institute for Teaching and School Leadership (AITSL)	APS6, EL1, EL2 and SES officers.
Comcare	SES officers
Fair Work Australia (FWA)	APS6, EL and SES officers.
Fair Work Ombudsman (FWO)	EL2 and SES officers.
Safe Work Australia (SWA)	Executive coaching and leadership training services are not generally promoted within SWA and are instead offered on an identified need basis.

Table 2 Summary of expenditure for 2011-2012 financial year (as at 1 March 2012)

Department / portfolio agency	Executive coaching	Leadership training	Total
DEEWR	\$227,095.61	\$171,064.00	\$398,159.61
ABCC	\$5,000.00	\$44,506.00	\$49,506.00
ACARA	\$24,475.00	\$12,980.00	\$37,455.00
AITSL	\$13,695.00	\$2,470.00	\$16,165.00
Comcare	\$91,046.71	\$76,492.30	\$167,539.01
FWA	\$12,720.00	\$42,670.93	\$55,390.93
FWO	\$0.00	\$27,091.38	\$27,091.38
SWA	\$0.00	\$0.00	\$0.00
Department and portfolio agencies' totals	\$374,032.32	\$377,274.61	\$751,306.93

Table 3 Executive coaching expenditure for DEEWR and EEWR portfolio agencies, 2011-2012 financial year (as at 1 March 2012)

Executive coaching:							
Department /portfolio agency	Provider	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
DEEWR	Geoff Garrett & Associates Pty Ltd	1:1	10 x SES	Canberra	201.25	\$81,477.78	Package
DEEWR	Manifest Consulting Pty Ltd	1:1	1 x SES	Canberra	6.5	\$3,932.50	Participant
DEEWR	Accelerated Excellence Performance Coaching and Leadership Development Specialist	1:1	1 x SES	Canberra	6	\$4,400.00	Package
DEEWR	VT Coach	1:1	1 x SES	Canberra	2	\$1,282.00	Participant
DEEWR	Yellow Edge	1:1	2 x SES	DEEWR	4	\$2,610.00	Package
DEEWR	WHON Pty Ltd	Group	15 x SES 3 x EL	Various locations	720	\$133,393.33	Package
DEEWR Totals			33		939.75	\$227,095.61	

Executive coaching:							
Department /portfolio agency	Provider	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
ABCC	Australian Public Service Commission (APSC)	Group	2 x SES	Canberra	45	\$5,000.00	Package
ABCC Totals			2		45	\$5,000.00	
ACARA	Coach-in-a-box	1:1 & Group	4 x SES 8 x EL / SES	Sydney	132	\$24,475.00	Participant
ACARA Totals			12		132	\$24,475.00	

Executive coaching:							
Department /portfolio agency	Provider	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
AITSL	Coach-in-a-box	1:1	4 x SES	Melbourne	4	\$13,695.00	Participant
AITSL Totals			4		4	\$13,695.00	
Comcare	Executive Central Group	1:1	3 x EL	Canberra	36	\$25,300.00	Participant
Comcare	Yellow Edge Pty Ltd	1:1	1 x EL	Canberra	1	\$495.00	Participant
Comcare	APSC	1:1	1 x EL	Canberra	8	\$2,530.00	Participant
Comcare	Kirribilli Partners	1:1	1 x EL	Canberra	3	\$869.00	Participant
Comcare	VT Coach Pty Ltd	1:1	1 x SES	Canberra	5	\$3,400.00	Participant
Comcare	Forrester Taylor & Associates	1:1 Group	8 x SES	Canberra Melbourne	169	\$58,452.71	Package
Comcare Totals			15		222	\$91,046.71	

Executive coaching:							
Department /portfolio agency	Provider	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
FWA	Cognitive Solutions	1:1	3 x EL	Melbourne	6	\$2,400.00	Participant
FWA	Focused Future	1:1	1 x SES 1 x EL	Melbourne	12	\$5,520.00	Participant
FWA	Cognitive Solutions	1:1	1 x EL	Melbourne	10	\$4,000.00	Participant
FWA	Lesley Armstrong – Executive Coaching	1:1	1 x SES	Melbourne	2	\$800.00	Participant
FWA Totals			7		30	\$12,720.00	

Table 4 Leadership programs expenditure for DEEWR and EEWR portfolio agencies, 2011-12 financial year (as at 1 March 2012)

Leadership programs:							
Department /portfolio agency	Provider / course	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
DEEWR	Social Leadership Australia Adaptive Leadership	Group	1 x EL	Sydney	15	\$1,600.00	Participant
DEEWR	Australian National University Policy Innovation Challenge	Group	6 x SES	Canberra	138	\$33,000.00	Package
DEEWR	Australian Public Service Commission Career Development Assessment Centre	Group	3 x EL	Canberra	135	\$38,775.00	Participant
DEEWR	Australian Public Service Commission Leading Across Boundaries	1:1	1 x SES	Sydney	22.5	\$8,350.00	Participant
DEEWR	The Cranlana Programme The Cranlana Colloquium	Group	1 x SES	Canberra	37	\$4,950.00	Participant
DEEWR	Emotional Intelligence Worldwide Leading With Emotional Intelligence	Group	1 x EL	Sydney	15	\$1,204.00	Participant

Leadership programs:							
Department /portfolio agency	Provider / course	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
DEEWR	Institute of Public Administration SA Division Adaptive Leadership in the Public Service	1:1	1 x EL	Adelaide	7.5	\$405.00	Participant
DEEWR	John Robinson Pty Ltd Developing Leadership Program	Group	48 x EL	DEEWR	720	\$22,600.00	Package
DEEWR	John Robinson Pty Ltd Expanding Leadership Program	Group	23 x EL	DEEWR	782	\$25,200.00	Package
DEEWR	Amanda Horne Pty Ltd	1:1	6 x SES 13 x EL	DEEWR	38	\$880.00	Package
DEEWR	Yellow Edge Global Leadership Practices China	1:1	1 x SES	Canberra/ Shanghai	64	\$16,500.00	Participant
DEEWR	Yellow Edge Global Leadership Practices USA	1:1	1 x SES	Canberra/ Washington	60	\$17,600.00	Participant

Leadership programs:							
Department /portfolio agency	Provider / course	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
DEEWR Totals			106		2,034	\$171,064.00	

Leadership programs:							
Department /portfolio agency	Provider / course	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
ABCC	Australian Public Service Commission People and Strategy Executive Level Dimensions Program	Group	15 x EL 1 x APS 5 x staff invited from other APS agencies	Melbourne	472.5	\$41,676.00	Package
ABCC	Australian Institute of Management Leadership Development	Group	1 x EL	Perth	37.5	\$2,830.00	Package
ABCC Totals			22		510	\$44,506.00	
ACARA	Australian Institute of Company Directors	Group	2 x SES	Sydney	70	\$12,980.00	Participant
ACARA Totals			2		70	\$12,980.00	

Leadership programs:							
Department /portfolio agency	Provider / course	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
AITSL	Australian Council for Educational Leaders	Group	1 x EL	Adelaide	15	\$850.00	Participant
AITSL	Chartered Secretaries Australia Certificate in Governance Practice	Group	1 x SES	Melbourne	14	\$1,620.00	Participant
AITSL Totals			2		29	\$2,470.00	
Comcare	SHL Australia Pty Ltd	1:1 Group	3 x APS 35 x EL	Canberra Melbourne	32	\$66,852.30	Package
Comcare	University of NSW	Group	1 x SES	Sydney	32	\$6,380.00	Participant
Comcare	Centre for Public Management	Group	1 x EL	Bowral	24	\$3,260.00	Participant
Comcare Totals			40		88	\$76,492.30	

Leadership programs:							
Department /portfolio agency	Provider / course	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
FWA	Australian Institute of Management Creative Thinking & Problem Solving	Group	1 x APS	Melbourne	7	\$1,025.45	Participant
FWA	Australian Public Service Commission Australian Government Leadership Network	Group	1 x EL	Melbourne	14	\$427.27	Participant
FWA	Australian Public Service Commission Australian Government Leadership Network	Group	4 x EL	Melbourne	56	\$4,181.82	Participant
FWA	Committee for Economic Development of Australia Conference	Group	1 x EL	Melbourne	1	\$99.00	Participant
FWA	Institute of Public Administration Australia, Victoria Registration	1:1	1 x APS	Melbourne	1	\$500.00	Participant

Leadership programs:							
Department /portfolio agency	Provider / course	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
FWA	AIM – The New Supervisor	1:1	2 x APS	Melbourne	32	\$3,018.18	Participant
FWA	Win Win Workplace Strategies Peer Learning Workshop Training	Group	22 All staff	Melbourne	7	\$3,467.49	Package
FWA	Wizard Corporate Training Productivity & Self Development	1:1	1 x APS	Melbourne	3	\$445.45	Participant
FWA	Communicorp – Workplace Mental Health for Managers	Group	28 x APS 13 x EL	Melbourne	8	\$3,679.00	Package
FWA	APSC – Career Development Assessment Centre	1:1	1 x EL	ACT	28.5	\$11,750.00	Participant
FWA	Comcare – Work Health & Safety for Managers	Group	33 x APS 17 x EL 1 x SES	Melbourne	8	\$4,727.27	Participant

Leadership programs:							
Department /portfolio agency	Provider / course	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
FWA	Australian Institute of Company Directors	Group	18 x APS 14 x EL 2 x SES	Melbourne	8	\$9,350.00	Package
FWA Totals			160		173.5	\$42,670.93	
FWO	Yellow Edge FWO Leadership Innovation Program	Group	17 x SES 53 x EL	Melbourne Sydney	840	\$15,528.00	Package
FWO	Australian Public Service Commission Australian Government Leadership Network Conference	Group	1 x SES	Melbourne	15	\$1,150.00	Participant

Leadership programs:							
Department /portfolio agency	Provider / course	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
FWO	Australian Public Service Commission Senior Executive Service Orientation	Group	1 x SES	Canberra	21	\$2,500.00	Participant
FWO	Australian Public Service Commission LAFIA - Pacific	Group	1 x SES	Pacific Islands	80	\$7,913.38	Participant
FWO Totals			73		956	\$27,091.38	