

**Senate Standing Committee on Education Employment and Workplace Relations**

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

**Cross Portfolio**

**DEEWR Question No. EW0002\_12**

**Senator Abetz provided in writing.**

**Question**

**Executive Coaching and Leadership Training**

"In relation to the purchase of executive coaching and/or other leadership training services purchased by each portfolio department and agency, please provide the following information FYTD: 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 and their employment classification 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

Table 1 lists the staffing levels that the Department of Education, Employment and Workplace Relations (DEEWR), and Education, Employment and Workplace Relations (EEWR) portfolio agencies, promote executive coaching and leadership services to.

Table 1 Promotion of executive coaching and leadership 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)	APS, EL and SES officers.
Australian Curriculum, Assessment and Reporting Authority (ACARA)	SES officers.
Australian Institute for Teaching and School Leadership (AITSL)	SES officers.
Australian Learning and Teaching Council (ALTC)	N/A <sup>1</sup>
Australian Skills Quality Authority (ASQA)	N/A <sup>2</sup>
Comcare	APS5, APS6, EL and SES officers.
Fair Work Australia (FWA)	APS6 (only if managing staff), EL and SES officers.
Fair Work Ombudsman (FWO)	APS5 to SES officers.
Safe Work Australia (SWA)	N/A <sup>3</sup>

<sup>1</sup> ALTC did not purchase executive coaching or leadership programs in the 2010-2011 financial year.

<sup>2</sup> ASQA came into being on 1 July 2011.

<sup>3</sup> SWA did not purchase executive coaching or leadership programs in the 2010-2011 financial year.

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

Table 2 Summary of expenditure

Department / portfolio agency	Executive coaching	Leadership programs	Total
DEEWR	\$146,497.50	\$726,321.36	\$872,818.86
ABCC	\$18,287.59	\$73,208.00	\$91,495.59
ACARA	\$3,245.00	\$0	\$3,245.00
AITSL	\$4,895.00	\$275.00	\$5,170.00
ALTC	\$0	\$0	\$0
ASQA	\$0	\$0	\$0
Comcare	\$27,900.00	\$195,280.00	\$223,180.00
FWA	\$39,352.50	\$50,139.76	\$89,492.26
FWO	\$0	\$162,147.84	\$162,147.84
SWA	\$0	\$0	\$0
Department and portfolio agencies' totals	\$240,177.59	\$1,207,371.96	\$1,447,549.55

Tables 3 and 4 outline the uptake of executive coaching and leadership programs in the 2010-11 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 3 Executive coaching expenditure for DEEWR and EEWR portfolio agencies, 2010-2011 financial year

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	12 x SES	DEEWR	180	\$86,900.00	Participant
DEEWR	WHON Pty Ltd	Group	5 x SES 1 x EL2	DEEWR	336	\$48,642.50	Participant
DEEWR	Manifest Consulting Pty Ltd	1:1	1 x SES	DEEWR	6	\$4,235.00	Sessions
DEEWR	Amanda Horn Pty Ltd	1:1	1 x SES	DEEWR	4	\$1,540.00	Sessions
DEEWR	VT Coaching Pty Ltd	1:1	1 x SES	DEEWR	2	\$2,030.00	Sessions
DEEWR	Emergence International Pty Ltd	1:1	1 x SES	DEEWR	2	\$1,100.00	Sessions
DEEWR	Centre for Public Management	1:1	1 x SES	DEEWR	5	\$2,050.00	Sessions
DEEWR Totals			23		535	\$146,497.50	
ABCC	Paint Group	1:1	1 x EL	Melbourne	8	\$2,200.00	Participant
ABCC	Be Brilliant Now	Group	40 x EL	Melbourne	40	\$2,750.00	Package
ABCC	CPK Partners Pty Ltd	Group	1 x SES	Melbourne	3	\$4,427.59	Package

Executive coaching:							
Department /portfolio agency	Provider	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
ABCC	WHON Pty Ltd	1:1	1 x EL	Sutton Forrest, Wollongong	64	\$8,910.00	Participant
ABCC Totals			43		115	\$18,287.59	
ACARA	Coach in a Box	1:1	1	Sydney	7.5	\$3,245.00	Package
ACARA Totals			1		7.5	\$3,245.00	
AITSL	CoachinaBox	Group	2	Melbourne	9	\$4,895.00	Sessions
AITSL Totals			2		9	\$4,895.00	
Comcare	Executive Central	1:1	6 x EL	Canberra	60	\$17,000.00	Package
Comcare	The Open Door Coaching Group	1:1	1 x EL	Comcare	10	\$7,900.00	Package
Comcare	Salute Consulting	Group	4 x APS 2 x EL	Comcare	30	\$3,000.00	Package

Executive coaching:							
Department /portfolio agency	Provider	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
Comcare Totals			13		100	\$27,900.00	
FWA	Focused Future	1:1	3	Melbourne	28.5	\$16,115.00	Sessions
FWA	Focused Future	Group	3	Melbourne	9	\$4,400.00	Sessions
FWA	Cognitive Solutions	1:1	1	Melbourne	19	\$8,360.00	Sessions
FWA	Lingford Consulting	Group	2	Melbourne	8.5	\$3,190.00	Sessions
FWA	Lingford Consulting	1:1	2	Melbourne	19	\$7,287.50	Sessions
FWA Totals			11		84	\$39,352.50	



Table 4 Leadership programs expenditure for DEEWR and EEWR portfolio agencies, 2010-2011 financial year

Leadership programs:							
Department /portfolio agency	Provider / course	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
DEEWR	Yellow Edge DEEWR SES Leadership Development Program	Group	57 x SES	Canberra	798	\$178,741.36	Package Includes \$17,400.00 for venues on 24 occasions Includes \$8,365.36 for launch venue
DEEWR	Australian National University Policy Innovation Challenge	Group	5 x SES	Canberra	115	\$33,000.00	Package
DEEWR	Australian National University Policy Innovation Laboratory	Group	24 x EL	Canberra	360	\$31,680.00	Package
DEEWR	The Cranlana Program The Cranlana Colloquium	Group	3 x SES	Canberra	110	\$14,850.00	Package
DEEWR	John Robinson Pty Ltd Developing Leadership	Group	250 x EL 3 X APS	DEEWR	3,795	\$160,100.00	Package



Leadership programs:							
Department /portfolio agency	Provider / course	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
DEEWR	John Robinson Pty Ltd Expanding Leadership	Group	75 x EL	DEEWR	2,075	\$103,140.00	Package
DEEWR	Australian Public Service Commission Career Development Assessment Centre	Group	12 x EL	Canberra	540	\$155,100.00	Participant
DEEWR	Australian Public Service Commission Leader to Leader	Group	1 x SES	Canberra	2	\$85.00	Participant
DEEWR	Australian Public Service Commission SES Breakfast	Group	2 x SES	Canberra	4	\$230.00	Participant
DEEWR	Australian Public Service Commission Transforming Leadership	Group	1 x SES	Bowral	23	\$7,895.00	Participant
DEEWR	Australia and New Zealand School of Government Leadership in Times of Crisis	Group	1 x SES	Canberra	15	\$2,500.00	Participant

Leadership programs:							
Department /portfolio agency	Provider / course	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
DEEWR	Australia and New Zealand School of Government Towards Strategic Leadership	Group	2 x SES	Canberra	60	\$39,000.00	Participant
DEEWR Totals			436		7,897	\$726,321.36	
ABCC	Australian Government Leadership Network Annual Victorian Conference	Group	5 x EL 2 x SES	Melbourne	105	\$7,700.00	Package
ABCC	Australian Human Resources Institute Leadership Conference	Group	1 x EL	Melbourne	7.5	\$396.00	Participant
ABCC	Australian Human Resources Institute HR Practices Day	Group	1 x EL	Melbourne	15	\$792.00	Participant
ABCC	Australia and New Zealand School of Government Women in Leadership – Achieving and Flourishing	Group	1 x EL	Melbourne	22.5	\$3,750.00	Participant

Leadership programs:							
Department /portfolio agency	Provider / course	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
ABCC	Australian Institute of Management New Supervisor	Group	2 x APS	Sydney, Brisbane	30	\$2,601.00	Participant
ABCC	Australian Institute of Management Self Leadership	1:1	1 x APS	Melbourne	15	\$1,635.00	Participant
ABCC	Australian Institute of Management Leadership Development	1:1	1 x EL	Perth	7.5	\$2,830.00	Participant
ABCC	Australian Institute of Management Coaching & Mentoring Training	1:1	1 x APS	Melbourne	38	\$1,080.00	Participant
ABCC	Australian Institute of Management Developing High Performance Teams	1:1	1 x EL	Melbourne	15	\$1,050.00	Participant

Leadership programs:							
Department /portfolio agency	Provider / course	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
ABCC	Australian Institute of Management Young Manager	1:1	1 x APS	Melbourne	15	\$1,689.00	Participant
ABCC	Australian Institute of Management Change Management	Group	17 x APS 19 x EL	Melbourne	270	\$19,512.00	Package
ABCC	Australian Public Service Commission Leading Across Boundaries	Group	1 x SES	Sutton Forrest	22.5	\$8,350.00	Participant
ABCC	Australian Public Service Commission New Leadership Horizons	Group	1 x SES	Sutton Forrest	34	\$7,895.00	Participant
ABCC	Institute of Public Affairs Australia Leading Bold Change	Group	2 x EL	Sydney	15	\$1,790.00	Participant
ABCC	Mt Eliza Executive Education Leadership in Action – The Looking Glass Experience	Group	1 x SES	Melbourne	15	\$9,368.00	Participant

Leadership programs:							
Department /portfolio agency	Provider / course	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
ABCC	Swinburne University of Technology Developing Leadership Qualities	Group	4 x APS	Melbourne	30	\$1,580.00	Participant
ABCC	Swinburne University of Technology Effective Team Leadership	1:1	1 x APS	Melbourne	7.5	\$395.00	Participant
ABCC	Swinburne University of Technology Essential Skills for the New Manager	1:1	1 x APS	Melbourne	22.5	\$795.00	Participant
ABCC Totals			64		687	\$73,208.00	
AITSL	Australian Council for Educational Leaders Emerging Leaders' Summit	Group	1	Sydney	15	\$275.00	Participant
AITSL Totals			1		15	\$275.00	

Leadership programs:							
Department /portfolio agency	Provider / course	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
Comcare	Tempo / Palm Pathways to Leadership (course delivery)	Group	20 x APS & EL	Canberra	980	\$85,000.00	Package
Comcare	SHL Australia Pathways to Leadership (diagnostic tool)	1:1 and group	20 x APS & EL	Comcare & Canberra	190	\$65,000.00	Package
Comcare	Executive Central Adaptive Leadership Workshop	1:1 and group	28 x APS & EL	Comcare	178	\$30,380.00	Package
Comcare	Centre for Public Management Executive Leadership Dimensions	Group	1 x EL	Canberra	32	\$3,900.00	Package
Comcare	Social Leadership Australia Leading Learning	1:1 and group	2 x EL	Sydney	124	\$11,000.00	Package
Comcare Totals			71		1,504	\$195,280.00	

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 Public Service Commission Career Development Assessment Centre	Group	3 x EL	Canberra	135	\$38,775.00	Package
FWA	Australian Public Service Commission EL1 Transition	Group	3 x APS	Canberra	24	\$1,905.00	Package
FWA	Australian Public Service Commission Leadership at Executive Levels	Group	1 x EL	Canberra	8	\$635.00	Package
FWA	Australian Institute of Management Effective People Management	Group	1 x APS	Melbourne	21	\$1,630.00	Package
FWA	Australia and New Zealand School of Governance Executive Master of Public Administration Refresher	Group	1 x SES	Melbourne	7	\$825.00	Package

Leadership programs:							
Department /portfolio agency	Provider / course	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
FWA	SHL Australia 360 Degree Project	1:1	3 x EL	Melbourne	12	\$5,929.76	Package
FWA	Institute of Public Administration Australia Strategic Thinking	Group	1 x APS	Melbourne	4.5	\$440.00	Package
FWA Totals			13		211.5	\$50,139.76	
FWO	Global Learning Pty Ltd Team Leader Development Program	Group	34 x APS 8 x EL	Sydney	1,575	\$82,643.13	Package
FWO	Yellow Edge FWO Leadership Innovation Program	1:1 and group	54 x EL 16 x SES	Sydney, Hobart, Newcastle Canberra, Adelaide, Melbourne	4,875	\$79,504.71	Package
FWO Totals			112		6,450	\$162,147.84	