

Senate Standing Committee on Education Employment and Workplace Relations

QUESTIONS ON NOTICE Budget Estimates 2012-2013

Cross Portfolio

DEEWR Question No. EW0075_13

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 (provide a breakdown for each 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 5. The total number of hours involved for all employees (provide a breakdown for each employment classification) d) The total amount spent on the service e) 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 6. The number of employees who took part on each occasion (provide a breakdown for each employment classification) 7. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification) ii. Any costs the department or agencies incurred to use the location".

Answer

DEEWR has spent **\$328,481.20** on executive coaching and **\$535,243.00** on other leadership training services this financial year (as at 1 June 2012).

Details of the amount of study leave granted for each employee is provided in DEEWR's response to Question on Notice SQ12-000759, Education Expenses.

Table 1 details the staffing levels to whom executive coaching and leadership training services are offered to within DEEWR and Education, Employment and Workplace Relations (EEWR) portfolio agencies.

Table 2 provides a summary of expenditure for DEEWR and EEWR portfolio agencies, noting the figures are GST inclusive.

Tables 3 and 4 outline executive coaching and other leadership training services that were conducted in the 2011-12 financial year (as at 1 June 2012) by provider and classification. 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 Employees offered executive coaching and/or other leadership training services

Department / portfolio agency	Offered 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 Curriculum, Assessment and Reporting Authority (ACARA)	EL and SES officers.
Australian Institute for Teaching and School Leadership (AITSL)	APS6, EL1, EL2 and SES officers.
Comcare	EL and SES officers.
Fair Work Australia (FWA)	APS6, EL and SES officers.
Fair Work Building and Construction (FWBC)	APS6, EL and SES officers.
Fair Work Ombudsman (FWO)	EL 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 June 2012)

Department / portfolio agency	Executive coaching	Leadership training	Total
DEEWR	\$328,481.20	\$535,243.00	\$863,724.20
ACARA	\$24,475.00	\$12,980.00	\$37,455.00
AITSL	\$14,960.00	\$29,994.81	\$44,954.81
Comcare	\$183,653.25	\$259,263.53	\$442,916.78
FWA	\$19,595.00	\$45,490.93	\$65,085.93
FWBC	\$5,000.00	\$44,506.00	\$49,506.00
FWO	\$0.00	\$52,586.00	\$52,586.00
SWA	\$0.00	\$0.00	\$0.00
Department and portfolio agencies' totals	576,164.45	980,064.27	1,556,228.72

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

Executive coaching								
Department /portfolio agency	Provider	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
DEEWR	Geoff Garrett & Associates Pty Ltd	1:1	Canberra	12	SES	241.5	\$99,116.71	Participant
DEEWR	Manifest Consulting Pty Ltd	1:1	Canberra	1	SES	6.5	\$3,932.50	Participant
DEEWR	Accelerated Excellence Performance Coaching and Leadership Development Specialist	1:1	Canberra	1	SES	6	\$4,400.00	Participant
DEEWR	Institute of Executive Coaching	1:1	Canberra	1	EL	45	\$7,260.00	Participant
DEEWR	VT Coach	1:1	Canberra	1	SES	2	\$1,282.00	Participant
DEEWR	Yellow Edge	1:1	Canberra	2	SES	4	\$2,610.00	Participant
DEEWR	WHON Pty Ltd	Group	Various locations	19	SES and EL	760	\$209,879.99	Participant
DEEWR Totals				37		1065	328,481.2	

Executive coaching								
Department /portfolio agency	Provider	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
ACARA	Coach-in-a-box	1:1 & Group	Sydney	12	EL and SES	132	\$24,475.00	Participant
ACARA Totals				12		132	\$24,475.00	

Executive coaching								
Department /portfolio agency	Provider	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
AITSL	Coach-in-a-box	1:1	Melbourne	4	SES	4	\$13,695.00	Participant
AITSL	Coach-in-a-box	1:1	Melbourne	1	SES	4	\$1,265.00	Participant
AITSL Totals				5		8	\$14,960.00	
Comcare	Executive Central Group	1:1	Canberra	15	EL	36	\$50,853.00	Participant
Comcare	Yellow Edge Pty Ltd	1:1	Canberra	1	EL	1	\$495.00	Participant
Comcare	APSC	1:1	Canberra	3	EL SES CEO	8	\$2,670.00	Participant
Comcare	Kirribilli Partners	1:1	Canberra	1	EL	3	\$869.00	Participant
Comcare	VT Coach Pty Ltd	1:1	Canberra	1	SES	6	\$4,080.00	Participant
Comcare	The Benevolent Society	1:1	Canberra	1	SES	4.5	5,472.50	Participant
Comcare	Forrester Taylor & Associates	1:1 Group	Canberra Melbourne	8	SES	240	\$119,213.75	Participant

Executive coaching								
Department /portfolio agency	Provider	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
Comcare Totals				30		298.5	\$183,653.20	

Executive coaching								
Department /portfolio agency	Provider	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
FWA	Cognitive Solutions	1:1	Melbourne	3	EL	6	\$2,400.00	Participant
FWA	Focused Future	1:1	Melbourne	2	EL and SES	12	\$5,520.00	Participant
FWA	Cognitive Solutions	1:1	Melbourne	1	EL	10	\$4,000.00	Participant
FWA	Lesley Armstrong – Executive Coaching	1:1	Melbourne	1	SES	2	\$800.00	Participant
FWA	Cognitive Solutions	1:1	Melbourne	2	EL	13	\$5,720.00	Participant
FWA	Eyres and Associates	1:1	Melbourne	1	EL	3	\$1,155.00	Participant
FWA Totals				10		46	\$19,595.00	

Executive coaching								
Department /portfolio agency	Provider	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
FWBC	Australian Public Service Commission	Group	Canberra	2	SES	45	\$5,000.00	Package
FWBC Totals				2		45	\$5,000.00	

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

Leadership Programs								
Department /portfolio agency	Provider / course	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
DEEWR	Australian National University Policy Innovation Challenge	Group	Canberra	6	SES	138	\$33,000.00	Package
DEEWR	Australia and New Zealand School of Government Executive Session	Group	Canberra	27	SES	40.50	2,200.00	Package

Leadership Programs								
Department /portfolio agency	Provider / course	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
DEEWR	Australian Public Service Commission APS Talent Development Program SES Band 2	1:1	Canberra	1	SES	Unknown, the hours will depend on the development activities selected by the participant	\$22,568.00	Participant
DEEWR	Social Leadership Australia Adaptive Leadership	Group	Sydney	1	EL	15	\$1,600.00	Participant
DEEWR	Australian Public Service Commission Career Development Assessment Centre	Group	Canberra	9	EL	405	\$116,325.00	Package
DEEWR	Australian Public Service Commission Leading Across Boundaries	1:1	Sydney	1	SES	22.5	\$8,350.00	Participant

Leadership Programs								
Department /portfolio agency	Provider / course	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
DEEWR	Australian Public Service Commission Leading Australia's Future in Asia	1:1	Various Canberra, Singapore, China and Mongolia	1	SES	217.5	30,580.00	Participant
DEEWR	Australian Public Service Commission Leading Australia's Future in Asia-Pacific	1:1	Various Canberra, Papua New Guinea, Solomon Islands and Tonga	1	SES	135	\$25,750.00	Participant
DEEWR	Australian Public Service Commission EL2 Transition	1:1	Canberra	1	EL	7.5	635.00	Participant
DEEWR	Australian Public Service Commission Essentials for new team leaders	1:1	Canberra	1	EL	15	\$1,245.00	Participant

Leadership Programs								
Department /portfolio agency	Provider / course	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
DEEWR	Amanda Horne Pty Ltd	1:1	DEEWR	19	EL and SES	38	\$880.00	Package
DEEWR	Emotional Intelligence Worldwide Leading With Emotional Intelligence	Group	Sydney	1	EL	15	\$1,204.00	Participant
DEEWR	Full Circle Degree Feedback Ltd Pty 360 Degree Program	Group	Various	83	SES	124.5	30,756.00	Package
DEEWR	John Robinson Pty Ltd Developing Leadership Program	Group	DEEWR	85	APS and EL	1,275	\$45,200.00	Package
DEEWR	John Robinson Pty Ltd Expanding Leadership Program	Group	DEEWR	23	EL	782	\$25,200.00	Package
DEEWR	The Cranlana Programme The Cranlana Colloquium	Group	Canberra	1	SES	37	\$4,950.00	Participant

Leadership Programs								
Department /portfolio agency	Provider / course	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
DEEWR	Yellow Edge Global Leadership Practices China	1:1	Canberra/ Shanghai	1	SES	64	\$16,500.00	Participant
DEEWR	Yellow Edge Global Leadership Practices USA	1:1	Canberra USA	1	SES	60	\$17,600.00	Participant
DEEWR Totals				263		3,391.5	\$535,243.00	

Leadership Programs

Leadership Programs								
Department /portfolio agency	Provider / course	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
Department /portfolio agency			Provider / course	1:1 or group	Location	No. of employees	Classification	Total hours
ACARA	Australian Institute of Company Directors	Group	Sydney	2	SES	70	\$12,980.00	Participant
ACARA Totals				2		70	\$12,980.00	

Leadership Programs								
Department /portfolio agency	Provider / course	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
AITSL	Australian Council for Educational Leaders	Group	Adelaide	1	EL	15	\$850.00	Participant
AITSL	Centre for Strategic Education	Group	Brisbane	3	SES and EL	18	\$1,485.00	Participant
AITSL	Chartered Secretaries Australia Certificate in Governance Practice	Group	Melbourne	1	SES	14	1,620.00	Participant
AITSL	Chartered Secretaries Australia Graduate Diploma in Applied Corporate Governance	Group	Melbourne	1	SES	27	\$1,650.00	Participant
AITSL	GerrardBown Tailored six month Leadership Development Program	Group	Melbourne	11	EL	286	\$24,389.81	Package

Leadership Programs								
Department /portfolio agency	Provider / course	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
AITSL Totals				15		360	\$29,994.81	

Leadership Programs								
Department /portfolio agency	Provider / course	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
Comcare	SHL Australia Pty Ltd	1:1	Canberra	3	APS	32	\$66,852.30	Package
		Group	Melbourne	35	EL			
Comcare	Executive Central Group Pty Ltd	1:1	Canberra	2	EL		\$12,100.00	Package
Comcare	Triple Connect Pty Ltd	Group	Canberra	20	EL	173.5	\$75,625.00	Package
Comcare	Global Leadership Foundation	Group	Canberra	20	EL	39.5	\$22,850.80	Package
Comcare	The Benevolent Society	Group	Canberra	20	EL	90	\$53,397.85	Package
Comcare	University of NSW	Group	Sydney	1	SES	32	\$6,380.00	Participant
Comcare	Centre for Public Management	Group	Bowral	1	EL	24	\$3,260.00	Participant

Comcare	Nous Group	Group	Melbourne	28 1	EL SES	16	\$18,797.58	Package
Comcare Totals				52		407	\$259,263.53	

Leadership Programs								
Department /portfolio agency	Provider / course	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
FWA	Australian Institute of Management Creative Thinking & Problem Solving	Group	Melbourne	1	APS	7	\$1,025.45	Participant
FWA	Australian Public Service Commission Australian Government Leadership Network	Group	Melbourne	1	EL	14	\$427.27	Participant

FWA	Australian Public Service Commission Australian Government Leadership Network	Group	Melbourne	4	EL	56	\$4,181.82	Participant
FWA	Committee for Economic Development of Australia Conference	Group	Melbourne	1	EL	1	\$99.00	Participant
FWA	Institute of Public Administration Australia, Victoria Registration	1:1	Melbourne	1	APS	1	\$500.00	Participant
FWA	AIM – The New Supervisor	1:1	Melbourne	2	APS	32	\$3,018.18	Participant
FWA	Win Win Workplace Strategies Peer Learning Workshop Training	Group	Melbourne	22	APS, EL and SES	7	\$3,467.49	Package
FWA	Wizard Corporate Training Productivity & Self Development	1:1	Melbourne	1	APS	3	\$445.45	Participant
FWA	Communicorp – Workplace Mental Health for Managers	Group	Melbourne	41	APS and EL	8	\$3,679.00	Package

FWA	APSC – Career Development Assessment Centre	1:1	ACT	1	EL	28.5	\$11,750.00	Participant
FWA	Comcare – Work Health & Safety for Managers	Group	Melbourne	51	APS, EL and SES	8	\$4,727.27	Participant
FWA	Australian Institute of Company Directors	Group	Melbourne	34	APS, EL and SES	8	\$9,350.00	Package
FWA	Australian Institute of Management - Leading with Emotional Intelligence	1:1	Melbourne	1	APS	8	\$1200	Participant
FWA	IPPA Victoria - Leading in Public	1:1	Melbourne	1	APS	4	\$400	Participant
FWA	Australian Institute of Management - Leading with Emotional Intelligence	1:1	Sydney	1	APS	8	\$820	Participant
FWA	IPPA Victoria - Strategic Thinking	1:1	Melbourne	1	APS	4	\$400	Participant
FWA Totals				164		197.5	\$45,490.93	

Leadership Programs								
Department /portfolio agency	Provider / course	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
FWO	Yellow Edge FWO Leadership Innovation Program	Group	Melbourne Sydney	70	EL and SES	840	\$15,528.00	Package
FWO	Australian Public Service Commission Australian Government Leadership Network Conference	Group	Melbourne	1	SES	15	\$1,150.00	Participant
FWO	Australian Public Service Commission Senior Executive Service Orientation	Group	Canberra	1	SES	21	\$2,500.00	Participant

FWO	Australian Public Service Commission LAFIA - Pacific	Group	Various Canberra, Papua New Guinea, Solomon Islands and Tonga	1	SES	80	\$7,913.38	Participant
FWO	Australian Public Service Commission SES Band 1 Residential New Leadership Horizons	Group	Canberra Bowral	1	SES	24	\$7,895.00	Participant
FWO	Yellow Edge Global Leadership Practices Program USA	Group	Canberra USA	1	SES	72	\$17,600.00	Participant
FWO Totals				75		1,052	\$52,586.00	