

## Senate Standing Committee on Education Employment and Workplace Relations

### QUESTIONS ON NOTICE Supplementary Budget Estimates 2011-2012

#### Cross Portfolio

#### DEEWR Question No. EW0518\_12

Senator Back provided in writing.

#### Question

#### Executive Coaching and Leadership Training

"1. 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: a) Total spending on these services b) The number of employees offered these services and their employment classification c) The number of employees who have utilised these services, their employment classification and how much study leave each employee was granted d) The names of all service providers engaged 2. 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) 3. Where a service was provided at any location other than the department or agency's own premises, please provide: a) The location used b) The number of employees who took part on each occasion c) The total number of hours involved for all employees who took part d) Any costs the department or agencies incurred to use the location".

#### Answer

DEEWR has spent \$99,582.00 on Executive Coaching Services and \$134,752.00 on Leadership Training Services this financial year to date, as at 3 November 2011.

Details of the amount of study leave granted for each employee is provided in DEEWR's response to Question on Notice EW0510\_12, Education expenses.

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

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

Tables 3 and 4 outline executive coaching and leadership services which commenced 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 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, EL1 and 2 and SES officers.
Australian Curriculum, Assessment and Reporting Authority (ACARA)	Executive coaching and leadership 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 and 2 and SES officers.
Australian Skills Quality Authority (ASQA)	None promoted to date <sup>1</sup>
Comcare	SES officers
Fair Work Australia (FWA)	APS6, EL1 and 2 and SES officers.
Fair Work Ombudsman (FWO)	EL2 and SES officers.
Safe Work Australia (SWA)	Executive coaching and leadership services are not generally promoted within SWA and are instead offered on an identified need basis.
Tertiary Education Quality and Standards Agency (TEQSA)	Executive coaching and leadership services are not generally promoted within TEQSA and are instead offered on an identified need basis.

Table 2 Summary of expenditure for 2011-2012 financial year (as at 3 November 2011)

Department / portfolio agency	Executive coaching	Leadership programs	Total
DEEWR	\$99,582.00	\$134,752.00	\$234,334.00
ABCC	\$2,500.00	\$41,676.00	\$44,176.00
ACARA	\$0.00	\$0.00	\$0.00
AITSL	\$0.00	\$2,470.00	\$2,470.00
ASQA	\$0.00	\$0.00	\$0.00
Comcare	\$78,528.00	\$25,882.15	\$104,410.15
FWA	\$7,920.00	\$10,146.48	\$18,066.48
FWO	\$0.00	\$19,178.00	\$19,178.00
SWA	\$0.00	\$0.00	\$0.00
TEQSA	\$0.00	\$0.00	\$0.00
Department and portfolio agencies' totals	\$202,932.09	\$241,535.76	\$444,467.85

<sup>1</sup> The Australian Skills Quality Authority (ASQA) came into being on 1 July 2011.

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

<b>Executive coaching:</b>							
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	4 x SES	Canberra	80.5	\$30,800.00	Participant
DEEWR	Yellow Edge Matilda Emberson Coaching	1:1	1 x SES	DEEWR	7.5	\$1,815.00	Participant
DEEWR	WHON Pty Ltd	Group	15 x SES 3 x EL	Various locations	360 <sup>2</sup>	\$66,967.00	Participant
DEEWR Totals			23		448	\$99,582.00	
ABCC	Australian Public Service Commission	Group	1 x SES	Canberra	22.5	\$2,500.00	Package
ABCC Totals			1		22.5	\$2,500.00	

<b>Executive coaching:</b>							
Department /portfolio agency	Provider	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
Comcare	Forrester Taylor & Associates	1:1 Group	24 x SES	Canberra	83	\$36,173.00	Hour
	Executive Central; Hudsons; SHL	Group	14 x EL	Canberra	105	\$42,355.00	Package
Comcare Totals			38		188	\$78,528.00	
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 Totals			5		18	\$7,920.00	

Table 4 Leadership programs expenditure for DEEWR and EEWR portfolio agencies, 2011-12 financial year (as at 3 November 2011)

<b>Leadership programs:</b>							
Department /portfolio agency	Provider / course	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
DEEWR	Adaptive Leadership Social Leadership Australia	Group	1 x EL	Canberra	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	The Cranlana Programme The Cranlana Colloquium	Group	1 x SES	Canberra	37	\$4,950.00	Package
DEEWR	Emotional Intelligence Worldwide Leading With Emotional Intelligence	Group	1 x EL	Sydney	15	\$1,204.00	Participant
DEEWR	John Robinson Pty Ltd Developing Leadership Program	Group	48 x EL	DEEWR	720	\$22,600.00	Package

<b>Leadership programs:</b>							
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 Program	Group	21 x EL	DEEWR	580	\$16,123.00	Package
DEEWR	Yellow Edge Global Leadership Practices China	Group	1 x SES	Canberra/ Shanghai	64	\$16,500.00	Participant
DEEWR Totals			82		1,704	\$134,752.00	
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 Totals			21		472.5	\$41,676.00	

<b>Leadership programs:</b>							
Department /portfolio agency	Provider / course	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
AITSL	Chartered Secretaries Australia Certificate in Governance Practice	Group	1 x SES	Melbourne	4	\$1,620.00	Participant
AITSL	Australian Council for Educational Leaders	Group	1 x EL	Adelaide	15	\$850.00	Participant
AITSL Totals			2		19	\$2,470.00	
Comcare	Triple Connect Leadership Development	Group	60 x SES	Melbourne	70	\$19,250.00	Package
Comcare	Triple Connect Leadership Development	Group	60 x SES	Canberra	20	\$6,632.15	Package
Comcare Totals			120		90	\$25,882.15	
FWA	Australian Institute of Management Creative Thinking & Problem Solving	Group	1 x APS	Melbourne	7	\$1,025.45	Participant

<b>Leadership programs:</b>							
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 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
FWA	Win Win Workplace Strategies Peer Learning on Talking Performance	Group	22	Melbourne	7	\$3467.49	Package



<b>Leadership programs:</b>							
Department /portfolio agency	Provider / course	1:1 or group	No. of employees	Location	Total hours	Total spent (includes GST)	Fees charged
FWA	Wizard Corporate Training Productivity & Self Development	1:1	1 x APS	Melbourne	3	\$445.45	Participant
FWA Totals			31		89	\$10,146.48	Participant
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
FWO	Australian Public Service Commission Senior Executive Service Orientation	Group	1 x SES	Canberra	21	\$2,500.00	Participant
FWO Totals			72		876	\$19,178.00	