

**Senate Finance and Public Administration Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**ADDITIONAL BUDGET ESTIMATES 2011-2012**

**Finance and Deregulation Portfolio**

**Department/Agency: Department of Finance and Deregulation**

**Outcome/Program: General**

**Topic: Executive Coaching and Leadership Training**

**Senator: Ryan**

**Question reference number: F105**

**Type of question: Written**

**Date set by the committee for the return of answer: Friday, 30 March 2012**

**Number of pages: 2**

**Question:**

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

a) For the period 1 July 2011 – 31 January 2012:

- i. \$372,894
- ii. All Finance staff  
APS1 to SES Band 3
- iii. 113 APS3 to SES Band 1  
Nil study leave
- iv. Adept Career Moves PTY LTD  
The Australia and New Zealand School of Government  
The Australian Public Service Commission  
Be Learning  
Building Effectiveness Pty Ltd  
Centre for Public Management  
Cranlana  
Deborah May  
Effective People  
Interaction Consulting  
The Leadership Consortium  
Lee Kuan Yew School of Public Policy  
The Nous Group  
See Change Consulting  
Yellow Edge

b)

- i & ii Executive coaching: One-on-one  
Leadership programs: Group based
- iii. 113  
APS3 to SES Band 1
- iv. 2,371
- v. \$372,894
- vi. Executive coaching: Per hour  
Leadership programs: Complete package

c)

- i. Canberra, ACT  
Melbourne, Victoria  
Papua New Guinea  
Samoa  
Singapore  
Shanghai  
Vanuatu  
Yuroke, Victoria
- ii. The total number was 43
- iii. 1,410
- iv. Included in the overall program cost

**Senate Finance and Public Administration Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**ADDITIONAL BUDGET ESTIMATES 2011-2012**

**Finance and Deregulation Portfolio**

**Department/Agency:** Australian Electoral Commission

**Outcome/Program:**

**Topic:** Executive Coaching and Leadership Training

**Senator:** Ryan

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**Answer:**

a)

- i. \$63,191
- ii. All AEC staff  
APS1 to SES Band 3
- iii. 12  
APS6 to SES  
Nil study leave
- iv. Yellow Edge Pty Ltd  
Australian Public Service Commission  
Sue Adams  
Institute of Executive Coaching  
Executive Intelligence Group  
Whon Pty Ltd (Jeff Whalan Learning Group)

b)

- i & ii Executive Coaching            One-on-one  
Coaching                        One-on-one  
LAFIA Program                Group based  
Leadership program         Group based  
Interview Skills               Group based  
Executive Coaching         Group based  
Training:  
Executive Learning            Group based
- iii. 12  
APS6 to SES
- iv. This information is not readily available
- v. \$63,191
- vi. Executive Coaching:        Hourly rate  
Coaching:                        Hourly rate  
LAFIA Program:                Complete package  
Leadership Program:         Complete package  
Interview Skills:               Complete package  
Executive Coaching Training: Complete package  
Executive Learning:            Membership fees

c)

- i. Canberra, ACT  
Braybrook, Vic  
Melbourne, Vic  
Papua New Guinea  
Vanuatu  
Samoa
- ii The total number was nine
- iii This information is not readily available
- iv Nil

**Senate Finance and Public Administration Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**ADDITIONAL BUDGET ESTIMATES 2011-2012**

**Finance and Deregulation Portfolio**

**Department/Agency:** ComSuper

**Outcome/Program:**

**Topic:** Executive Coaching and Leadership Training

**Senator:** Ryan

**Question reference number:** F105

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**Answer:**

For the period 1 July 2011 – 31 January 2012:

- a)
  - i. \$67,890
  - ii. All ComSuper staff at various employment classifications
  - iii. 44  
APS2 to EL2  
Nil study leave
  - iv. Dare2excel  
Australian Institute of Management  
Australian Public Service Commission
  
- a)
  - i & ii The 7 Habits of Highly Effective People Program  
Great Leaders, Great Teams, Great Results  
Leading with Emotional Intelligence  
EL2 Transition  
Career Development Assessment Centre  
EL1 Transition  
All services were group based
  - iii. 44  
APS2 to EL2
  - iv. 1,147.5 hours
  - v. \$24,728
  - vi. Complete package
  
- b)
  - i. Canberra, ACT
  - ii. The total number was 40
  - iii. 900
  - iv. \$9,738

**Senate Finance and Public Administration Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**ADDITIONAL BUDGET ESTIMATES 2011-2012**

**Finance and Deregulation Portfolio**

**Department/Agency: Commonwealth Superannuation Corporation**

**Outcome/Program:**

**Topic:** Executive coaching

**Senator: Ryan**

**Question reference number: F105**

**Type of question:** Written

**Date set by the committee for the return of answer:** Friday, 30 March 2012

**Number of pages: 1**

**Question:**

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**Answer:**

- a) - c) N/A.

**Senate Finance and Public Administration Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**ADDITIONAL BUDGET ESTIMATES 2011-2012**

**Finance and Deregulation Portfolio**

**Department/Agency:** Future Fund Management Agency

**Outcome/Program:**

**Topic:** Executive Coaching and Leadership Training

**Senator:** Ryan

**Question reference number:** F105

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**Answer:**

- a) – c) Please refer to the response to Question on Notice F104.