

# Senate Finance and Public Administration Legislation Committee —Additional Estimates Hearing—February 2012

## Answers to Questions on Notice

### Parliamentary departments, Department of Parliamentary Services

Topic: **Executive Coaching and Leadership Training**

Question: **75**

Written **Senator Ryan**

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

1. 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:
  - 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 (d), please provide:
  - The name and nature of the service purchased
  - Whether the service is one-on-one or group based
  - The number of employees who received the service and their employment classification
  - The total number of hours involved for all employees
  - The total amount spent on the service
  - 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:
  - The location used
  - The number of employees who took part on each occasion
  - The total number of hours involved for all employees who took part
  - Any costs the department or agency's incurred to use the location

### Answer

1. The financial year to date (as at 2 March 2012) purchase of executive coaching and/or other leadership training services.
  - a) Total spending: \$84,727 (ex-GST)
  - b) All staff in management and leadership roles are offered development in their leadership skills. The staff offered development range in classification from Parliamentary Service Level (**PSL**) 2 to Senior Executive Service (SES).
  - c) 35 employees used these services. Their classification ranged from PSL2 to SES. The total attendance at these events was 704 hours.

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d) The names of the providers are as follows:

Australian Graduate School of Management, University of NSW  
 Australian Public Service Commission;  
 ANZSOG Institute for Governance, University of Canberra;  
 Centre for Public Management;  
 Davidson Trahaire Corpsych;  
 Interaction Consulting Group Pty Ltd;  
 Melbourne Business School, University of Melbourne;  
 Ross Begbie and Associates;  
 Yellow Edge Pty Ltd.

2. Details of services provided by providers listed under 1(d):

Service	Nature	1-on-1 or Group	No. of empl.	Level	Hours	Total Cost (ex-GST)	Fees/hr or package
Career Development Assessment Centre	Leadership and coaching	Group	1	PEL2	37.5	\$11,750	package
Results through People	Leadership	Group	10	PSL3-PEL2	225	\$12,120	package
Building Your Team Leadership Skills	Leadership	Group	11	PSL2-PEL2	165	\$5,797	package
From Management to Leadership	Leadership and coaching	Group	6	PEL1-PEL2	180	\$31,814	package
Executive Coaching	Individual coaching	1-on-1	2	PEL1-SES	7	\$4,925	per hour
Career Coaching	Individual coaching	1-on-1	1	PEL2	8	\$2,000	per hour
Leadership for Change Agents	Leadership	Group	2	PEL1	15	\$1,263	package
Leading for Organisational Impact	Leadership	Group	1	SES	30	\$9,860	package
Mastering Negotiation and Influencing Skills	Leadership	Group	1	PEL1	14	\$2,925	package
SES Orientation	Leadership	Group	1	SES	22.5	\$2,273	package
<b>Total</b>			<b>36</b>		<b>704</b>	<b>\$84,727</b>	

3. Services provided outside of DPS's own premises:

Services	Location	No. of employees	Hours	Costs incurred at outside location
Career Development Assessment Centre	Tuggeranong Homestead, ACT	1	37.5	Nil
From Management to Leadership	The Briars, Bowral	6	180	Nil
Executive and Career Coaching	ACT business premise	3	15	Nil
Leadership for Change Agents	University of Canberra, ACT	2	15	Nil
Leading for Organisational Impact	Mt Eliza, VIC	1	30	Nil
Mastering Negotiation and Influencing Skills	University of NSW	1	14	Nil
SES Orientation	Woden, ACT	1	22.5	Nil
<b>TOTAL</b>		<b>15</b>	<b>314</b>	