

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
ADDITIONAL ESTIMATES 2012-2013

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: F84

Type of question: Written

Date set by the committee for the return of answer: Tuesday, 2 April 2013

Number of pages: 3

Question:

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
- i. 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 (provide a breakdown for each employment classification)
 - e) The total amount spent on the service
 - f) A description of the fees charged (i.e. per hour, complete package)
- ii. 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 (provide a breakdown for each employment classification)
 - c) The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
 - d) Any costs the department or agency's incurred to use the location.

Answer:

For the period 1 July 2012 – 31 January 2013:

1. \$189,751
 2. All Finance Staff
APS1 – SES Band 3
 3. 120 participants
APS4 - 4
APS5 – 22
APS6 - 16
EL1 - 22
EL2 – 41
SES1 – 14
SES2 - 1
Nil study leave
 4. Adept Career Moves Pty Ltd
Australian Public Service
Building Effectiveness Pty Ltd
Business Wide
Cranlana Program
Centre for Public Management
Deborah May
Interaction Group
Well Spoken
Wisdom
Yellow Edge
- i.
- a) Executive coaching
Leadership programs
 - b) Executive coaching: One-on-one
Leadership programs: Group based
 - c) 120 participants APS4 – SES Band 2
 - d) Total: 1,834.5 hours
APS4: 30 hours
APS5: 153.5 hours
APS6: 120 hours
EL1: 416 hours
EL2: 858 hours
SES Band 1: 254 hours
SES Band 2: 3 hours
 - e) \$189,751

- f) Executive coaching: Hourly rate
Leadership programs: Complete package

ii.

- a) Yuroke Hill, Victoria
Australian Public Service Commission training facilities
Old Parliament House
The Carrington Inn, Bungendore
Wisdom Learning training facilities
- b) Total: 68 participants
EL1: 18 participants
EL2: 38 participants
SES1: 12 participants
- c) Total hours: 1,509 hours
EL1: 405 hours
EL2: 855 hours
SES1: 249 participants
- d) Nil – included in overall program cost

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
ADDITIONAL ESTIMATES 2012-2013

Finance and Deregulation Portfolio

Department/Agency: Australian Electoral Commission

Outcome/Program: General

Topic: Executive coaching and leadership training

Senator: Ryan

Question reference number: F84

Type of question: Written

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Number of pages: 2

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- a) The location used
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 - c) The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
 - d) Any costs the department or agency's incurred to use the location.

Answer:

From 1 July 2012 to 31 January 2013:

1. \$13,924
2. This service was offered to all AEC employees from APS 1 to SES
3. Three SES, five Executive Level 2, one Executive Level 1, one APS 6, level employee received this service. Nil study leave was used
4. Yellow Edge Pty Ltd, Whon Pty Ltd

i)

- a) & b) Executive Coaching One-on-one
Coaching One-on-one
Executive Coaching Group based
- c) Three SES, five Executive Level 2, one Executive Level 1, one APS 6, level employee received this service. Nil study leave was used
- d) This information is not readily available
- e) \$13,924
- f) Executive coaching Hourly rate
Coaching Hourly rate
Executive Coaching Complete package

ii)

- a) Ringwood, Victoria; Wollongong, NSW; Canberra; Brisbane; Melbourne
- b) Three SES, five Executive Level 2, one Executive Level 1, one APS 6, level employee received this service.
- c) This information is not readily available
- d) Nil

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
ADDITIONAL ESTIMATES 2012-2013

Finance and Deregulation Portfolio

Department/Agency: ComSuper

Outcome/Program:

Topic: Executive Coaching and Leadership Training

Senator: Ryan

Question reference number: F84

Type of question: Written

Date set by the committee for the return of answer: Tuesday, 2 April 2013

Number of pages: 2

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- ii. 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 (provide a breakdown for each employment classification)
 - c) The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
 - d) Any costs the department or agency's incurred to use the location.

Answer:

For the period 1 July 2012 – 31 January 2013:

1. \$60,860
 2. All ComSuper staff at various employment classifications
 3. 157 ComSuper employees have utilised these services
APS level 4 to SES
Nil study leave
 4.
 - Dare2excel
 - ITSMF Australia
 - Australian Public Service Commission
 - CPM
- i.
- a)
 - The 7 Habits of Highly Effective People Program
 - Leadership - Accountability
 - Executive Level 2 Transition
 - LEADit 2012
 - Executive Level 1 Leadership
 - Leading Small Teams
 - b) All services were group based
 - c) 157 ComSuper employees have utilised these services
APS level 4 to SES
 - d) The total number of hours involved for all employees was 1,640 hours.
ComSuper declines to answer part of the question (provide a breakdown for each employment classification) as the extraction of the data would require an unreasonable diversion of resources to compile data ahead of the regular financial year reporting cycle.
 - e) \$60,860
 - f) Complete package
- ii.
- a. Canberra, ACT
 - b. The number of employees who took part on each occasion was 20 – 30 in total.
ComSuper declines to answer part of the question (provide a breakdown for each employment classification) as the extraction of the data would require an unreasonable diversion of resources to compile data ahead of the regular financial year reporting cycle
 - c.
 - APS Level 4 – 150 hours
 - APS Level 5 – 187.5 hours
 - APS Level 6 – 345 hours
 - Executive Level 1 – 720 hours
 - Executive Level 2 – 202.5 hours
 - SES Band 1 – 35 hours
 - d. \$8,764

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
ADDITIONAL ESTIMATES 2012-2013

Finance and Deregulation Portfolio

Department/Agency: Commonwealth Superannuation Corporation

Outcome/Program:

Topic: Executive coaching and leadership training

Senator: Ryan

Question reference number: F84

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 - d) Any costs the department or agency's incurred to use the location.

Answer:

For the period 1 July 2012 - 31 January 2013 one leadership training service was purchased.

1. \$11,498
2. 22 senior executives and senior managers
3. 1 (Senior Executive level); 5 days
4. INSEAD Singapore, in conjunction with FEAL Executive Education
 - i.
 - a) Managing Human Capital (Nov 2012)
 - b) Group based
 - c) 1 (Senior Executive level)
 - d) 40 hours (Senior Executive level).
 - e) \$11,498
 - f) Complete package (total cost of course, 5 days on campus, meals and accommodation).
 - ii.
 - a) INSEAD Singapore
 - b) 1 (Senior Executive level)
 - c) 40 hours (Senior Executive level)
 - d) Nil

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
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Finance and Deregulation Portfolio

Department/Agency: Future Fund Management Agency

Outcome/Program:

Topic: Executive coaching and leadership training

Senator: Ryan

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 - d) Any costs the department or agency's incurred to use the location.

Answer:

For the period 1 July 2012 – 31 January 2013:

1. Euro 27,000
2. All employees at all levels are offered training in various in-house and external programs.
3. 1 SES employee. No study leave.
4. INSEAD

i)

- a) Transition to General Management
- b) Group Based
- c) One. SES
- d) 2x2 weeks
- e) As above
- f) Complete package

ii)

- a) INSEAD Campus, France
- b) One. SES
- c) As above
- d) None, other than travel