

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
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: F118

Type of question: Written

Date set by the committee for the return of answer: Friday, 6 July 2012

Number of pages: 3

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

Answer:

a) For the period 1 July 2011 – 30 April 2012:

- i. \$372,894
- ii. All Finance staff
APS1 to SES Band 3
- iii. 113 participants
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 participants
APS3 to SES Band 1
- iv. 2,371 hours
- v. \$372,894
- vi. Executive coaching: Per hour
Leadership programs: Complete package

c)

- i. Canberra, ACT
Melbourne, Victoria
Papua New Guinea, Samoa & Vanuatu
Singapore & Beijing
Shanghai
Yuroke, Victoria
- ii. Total – 71 participants:
SES Band 1 Officers – 7 participants
EL2 Officers – 43 participants
EL1 Officers – 21 participants

- iii. Total – 2,144 hours:
 - SES Band 1 Officers – 601 hours
 - EL2 Officers – 1,070 hours
 - EL1 Officers – 473 hours
- iv. Included in the overall program cost

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

Finance and Deregulation Portfolio

Department/Agency: Australian Electoral Commission

Outcome/Program: General

Topic: Executive coaching and leadership training

Senator: Ryan

Question reference number: F118

Type of question: Written

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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 (provide a breakdown for each employment classification)
 - iv. The names of all service providers engaged
- b) For each service purchased from a provider listed under (4), 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 (provide a breakdown for each employment classification)
 - 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 (provide a breakdown for each employment classification)
 - iii. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
 - iv. Any costs the department or agency's incurred to use the location

Answer: For the period 1 July 2011 to 30 April 2012:

- a)
- i. \$72,091
 - ii. All AEC staff
APS1 to SES
 - iii. 13
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. 13
APS6 to SES
 - iv. This information is not readily available
 - v. \$72,091
 - 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 ten
 - 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: F118

Type of question: Written

Date set by the committee for the return of answer: Friday, 6 July 2012

Number of pages: 2

Question:

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- 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 (provide a breakdown for each employment classification)
- iv. The names of all service providers engaged

b) For each service purchased from a provider listed under (4), 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 (provide a breakdown for each employment classification)
- 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 (provide a breakdown for each employment classification)
- iii. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
- iv. Any costs the department or agency's incurred to use the location

Answer:

For the period 1 July 2011 – 30 April 2012:

a)

- i. \$87,890
- 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

b)

- 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. The total number of hours involved for all employees was 1,402.5 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.
- v. \$87,890
- vi. Complete package

c)

- i. Canberra, ACT
- ii. The number of employees who took part on each occasion was 20 – 60 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
- iii. APS Level 2 – 22.5 hours
APS Level 4 – 135 hours
APS Level 5 – 465 hours
APS Level 6 – 502.5 hours
Executive Level 1 – 210 hours
Executive Level 2 – 67.5 hours
- iv. \$14,348

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ANSWERS TO QUESTIONS ON NOTICE
ADDITIONAL BUDGET ESTIMATES 2011-2012

Finance and Deregulation Portfolio

Department/Agency: Commonwealth Superannuation Corporation

Outcome/Program:

Topic: Education coaching and leadership training

Senator: Ryan

Question reference number: F118

Type of question: Written

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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:

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

Answer:

For the period 1 July 2011 to 30 April 2012:

a) - c) N/A.

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

Finance and Deregulation Portfolio

Department/Agency: Future Fund Management Agency

Outcome/Program: General

Topic: Executive coaching and leadership training

Senator: Ryan

Question reference number: F118

Type of question: Written

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

Answer:

- a)
 - i. USD11,000
 - ii. All employees at all levels are offered training in various in-house and external programs
 - iii. 1 SES employee. No study leave
 - iv. Harvard Business School

- b)
 - i. Leadership best practice
 - ii. Group based
 - iii. One. SES
 - iv. 5 days
 - v. As above
 - vi. Complete package

- c)
 - i. Harvard Business School, USA
 - ii. As above
 - iii. As above
 - iv. None