

Senate Finance and Public Administration Legislation Committee —Budget Estimates Hearing—May 2012

Answers to Questions on Notice

Parliamentary departments, Department of Parliamentary Services

Topic: **Executive Coaching and Leadership Training**

Question: **94**

Written **Senator Ryan**

Date set by the committee for the return of answer: 6 July 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:
 - Total spending on these services
 - The number of employees offered these services and their employment classification
 - 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)
 - The names of all service providers engaged
2. For each service purchased from a provider listed under (4), 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 (provide a breakdown for each employment classification)
 - 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 (provide a breakdown for each employment classification)
 - The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
 - Any costs the department or agency's incurred to use the location

Answer

1. The financial year to date (as at 31 May 2012) purchase of executive coaching and/or other leadership training services.
 - a) Total spending: \$100,395 (ex-GST)
 - b) All staff in management and leadership roles are offered development in their leadership skills. The range of leadership development programs are identified in the DPS Corporate Learning Pathway. The staff participating in leadership development range in classification from Parliamentary Service Level (**PSL**) 2 to Senior Executive Service (**SES**).
 - c) 48 employees used these services. Their classification ranged from PSL2 to SES. The total attendance at these events was 921 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 in 1(d).

Service	Nature	1-on-1 or Group	No. of empl.	Classification	Hours / employee (total)	Total Cost (ex GST)	Fees/hr or package
Career Development Assessment Centre	Leadership and coaching	Group	1	PEL2	37.5 (37.5)	\$11,750	package
Results through People	Leadership	Group	10	PEL2 5 x PEL1 PSL6 PSL5 PSL4 PSL3	22.5 (225)	\$12,120	package
Building Your Team Leadership Skills	Leadership	Group	22	PEL2 3 x PEL1 2 x PSL6 2 x PSL5 9 x PSL4 3 x PSL5 PSL2/3 PSL1/2	15 (330)	\$11,594	package
From Management to Leadership	Leadership and coaching	Group	7	3 x PEL2 4 x PEL1	30 (210)	\$41,685	package
Executive Coaching	Individual coaching	1-on-1	2	SES Band 2 PEL1	7 (14)	\$4,925	per hour
Career Coaching	Individual coaching	1-on-1	1	PEL2	8 (8)	\$2,000	per hour
Leadership for Change Agents	Leadership	Group	2	2 x PEL1	15 (30)	\$1,263	package
Leading for Organisational Impact	Leadership	Group	1	SES Band 1	30 (30)	\$9,860	package
Mastering Negotiation and Influencing Skills	Leadership	Group	1	PEL1	14 (14)	\$2,925	package
SES Orientation	Leadership	Group	1	SES Band 1	22.5 (22.5)	\$2,273	Package
Total			48		921	\$100,395	

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3. Services provided outside of DPS

Services	Location	No. of employees	Classification	Hours / employee (total)	Costs incurred to use the outside location
Career Development Assessment Centre	Tuggeranong Homestead, ACT	1	PEL2	37.5 (37.5)	Nil
From Management to Leadership	The Briars, Bowral	7	3 x PEL2 4 x PEL1	30 (210)	Nil
Executive and Career Coaching	ACT business premise	3	SES Band 2 PEL2 PEL1	8 (24)	Nil
Leadership for Change Agents	University of Canberra, ACT	2	PEL1	15 (30)	Nil
Leading for Organisational Impact	Mt Eliza, VIC	1	SES Band 1	30 (30)	Nil
Mastering Negotiation and Influencing Skills	University of NSW	1	PEL1	14 (14)	Nil
SES Orientation	Woden, ACT	1	SES Band 1	22.5 (22.5)	Nil
TOTAL		16		368	