

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

Answers to Questions on Notice

Parliamentary departments, Department of Parliamentary Services

Topic: **Executive Coaching and leadership training 2011–12**

Question: **189**

Written **Senator Ryan**

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

- a. In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information for 2011–12:
 - 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 (iv above), 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

- a)
 - i. Total 2011–12 spending on leadership training services was \$89,483 (ex-GST).
 - ii. All staff in management and leadership roles are offered development in their leadership skills. The staff participating in leadership development range in classification from Parliamentary Service Level (PSL) 2 to Senior Executive Service (SES).
 - iii. A total of 36 employees utilised these services in this period. Their classifications ranged from PSL1/2 to PEL2. A total attendance at these events was 711.5 hours, as illustrated in the table below.

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iv. The names of the providers are as follows:

- Australian Public Service Commission (APSC)
- Ross Begbie and Associates (RBA)
- Interaction Consulting Group Pty Ltd (ICG)
- Centre for Public Management (CPM)
- Yellow Edge Pty Ltd (YE)
- Davidson Trahaire Corpysch (DTC)
- ANZSOG Institute for Governance, University of Canberra (ANZSOG)
- Melbourne Business School, University of Melbourne (MBS)
- Australian Graduate School of Management, University of NSW (AGSM)

b) Details of each service purchased from providers listed in a (iv) above.

Service (i)	Provider	Nature	1-on-1 or Group (ii)	No. of empl. (iii)	Level (iii)	Hours (iv)	Total Cost (v) \$	Fees / hr or package (vi)
Career Development Assessment Centre	APSC	Leadership and coaching	Group	1	PEL2	37.5	11,750	package
Results through People	RBA	Leadership	Group	10	PSL3-PEL2	225	12,119	package
Building Your Team Leadership Skills	ICG	Leadership	Group	11	PSL2-PEL2	165	5,797	package
From Management to Leadership	CPM	Leadership and coaching	Group	6	PEL1-PEL2	180	35,970	package
Executive Coaching	YE	Individual coaching	1-on-1	2	PEL1-SES BAND 2	7	4,925	per hour
Career Coaching	DTC	Individual coaching	1-on-1	1	PEL2	8	2,000	per hour
Leadership for Change Agents	ANZSOG	Leadership	Group	1	PEL1	15	1,263	package
Leading for Organisational Impact	MBS	Leadership	Group	1	SES BAND 1	30	10,160	package
Mastering Negotiation and Influencing Skills	ANZSOG	Leadership	Group	1	PEL1	14	2,925	package
SES Orientation	APSC	Leadership	Group	1	SES BAND 1	22.5	2,273	package
Executive Leadership Network Forum*	APSC	Leadership	Group	1	PEL2	7.5	300	package
TOTAL				36		711.5	89,483	

c) Services provided outside or external of DPS.

Services	Location (i)	No. of employees (ii)	Hours (iii)	Costs incurred to use location (iv)
Career Development Assessment Centre	Tuggeranong Homestead, ACT	1	37.5	Nil
From Management to Leadership	The Briars, Bowral	6	180	Nil
Executive Coaching	ACT business premise	2	7	Nil
Leadership for Change Agents	University of Canberra, ACT	1	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
TOTAL		13	306	