

SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS
ATTORNEY-GENERAL'S DEPARTMENT

Question No. 102

Senator Ludwig asked the **following question at the hearing on 18 November 2013**

Executive coaching and leadership training

In relation to executive coaching and/or other leadership training services purchased by the department, please provide the following information from 7 September 2013 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
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)
5. Where a service was provided at any location other than the department'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 incurred to use the location

The answer to the honourable senator's question is as follows:

Attorney General's Department

- 1) \$73,197.27 GST inclusive has been incurred since 7 September 2013
- 2) Total number of employees offered the service is 15, classification details are provided in the table below.
- 3) Refer to 4, c) in table below. Please note formal study leave is not applicable for these programs.

4)	4 a)	4 b)	4 c)	4 d)	4 e)	4 f)	5) a)	5 b)	5 c)	5 d)
Service provider	Name and nature of service	One-on-one / Group based?	The number of employees and classification	Total hours	Total amount spent	Description of fees	Location used	Number of employees on each occasion	Number of hours	Location costs
Australian Public Service Commission	SES Orientation Program	Group Based	1 x SES B1	19 hours completed to date. Anticipate another 16 hours to be completed in 2014. Estimated 35 hours in total.	\$3,520	Complete package	Venue in Canberra as part of APSC program arrangements	Refer to 4,c)	Refer to 4,d)	N/A

4)	4 a)	4 b)	4 c)	4 d)	4 e)	4 f)	5) a)	5 b)	5 c)	5 d)
Service provider	Name and nature of service	One-on-one / Group based?	The number of employees and classification	Total hours	Total amount spent	Description of fees	Location used	Number of employees on each occasion	Number of hours	Location costs
Yellow Edge	Global Leadership Practices	Group based	1 x SES B1	60 hours	\$16,500	Complete package	Venues in China as part of Yellow Edge program arrangements	Refer to 4,c)	Refer to 4,d)	N/A
Jeff Whalan Learning Groups (JWLG)	EL2 Learning Group annual membership	Group based	1 x EL2	15.5 hours completed to date and an estimated 45 hours to be completed in 2014. Estimated 60.5 hours in total.	\$9,790	Complete package	Venues in various capital cities as part of JWLG program arrangements	Refer to 4,c)	Refer to 4,d)	N/A
Jeff Whalan Learning Groups (JWLG)	Deputy Secretary Executive Learning Group membership	Group based	1 x Deputy Secretary	15 hours	\$13,200	Complete package	Melbourne	Refer to 4,c)	Refer to 4,d)	N/A

4)	4 a)	4 b)	4 c)	4 d)	4 e)	4 f)	5) a)	5 b)	5 c)	5 d)
Service provider	Name and nature of service	One-on-one / Group based?	The number of employees and classification	Total hours	Total amount spent	Description of fees	Location used	Number of employees on each occasion	Number of hours	Location costs
Yellow Edge	Executive Coaching	One-on-one	1 x EL2	3 hours	\$495	Complete package	Canberra	Refer to 4,c)	Refer to 4,d)	N/A
The Cranlana Programme Foundation	Cranlana Colloquium - Leadership programme	Group based	1 x SES B1	49.25 hours	\$5,800	Complete package	Canberra	Refer to 4,c)	Refer to 4,d)	N/A
Australian Public Service Commission	Executive Level transition - EL2	Group based	1 x EL1	8 hours	\$595	Complete package	Canberra	Refer to 4,c)	Refer to 4,d)	N/A
Executive Intelligence Group	EL2 - Where to from Here	Group based	2 x EL2	4 hours	\$5,000	Complete package	Canberra	Refer to 4,c)	Refer to 4,d)	N/A
Deborah Nanschild & Associates	Professional Coaching Services	One-on-one	1 x EL2	1.5 hours	\$1,452.27	Complete package	Canberra	Refer to 4,c)	Refer to 4,d)	N/A

4)	4 a)	4 b)	4 c)	4 d)	4 e)	4 f)	5) a)	5 b)	5 c)	5 d)
Service provider	Name and nature of service	One-on-one / Group based?	The number of employees and classification	Total hours	Total amount spent	Description of fees	Location used	Number of employees on each occasion	Number of hours	Location costs
Centre for Public Management	Teams and Leadership – strengthening team performance	Group based	1 x APS 5/6	24 hours	\$3,480	Complete package	Bowral	Refer to 4,c)	Refer to 4,d)	N/A
Centre for Public Management	Leading with Mastery and Insight	Group based	1 x EL1	24 hours	\$3,880	Complete package	Bowral	Refer to 4,c)	Refer to 4,d)	N/A
Centre for Public Management	From Manager to Leader	Group based	2 x EL2	32 hours	\$9,360	Complete package	Canberra	Refer to 4,c)	Refer to 4,d)	N/A
Darren Stephenson	Executive Coaching	One-on-one	1 x SES B2	2 hours	\$125	Complete package	Canberra	Refer to 4,c)	Refer to 4,d)	N/A