

CV: Mark Priede



Mark Priede is a Principal Consultant at Bendelta in the Melbourne office specialising in working with senior teams to build leadership effectiveness and strategy execution capability.

Mark brings unique human resources and business experience to Bendelta having spent the past 13 years in senior HR roles at the ANZ and NAB, before joining King & Wood Mallesons. Prior to this Mark established a career in information technology services to executive level, which included leading large scale complex projects across the Asia/Pacific region and implementing and managing a successful and profitable call centre operation for an Australian based global manufacturer.

Mark joined King & Wood Mallesons in 2010 where he led the Talent and Capability team responsible for providing specialist expertise in talent, learning and development, partner performance and development, and culture change across the firm's Australian, Hong Kong and China offices.

Key achievements include:

- Implemented the firm's first partner performance appraisal system with remuneration consequences, replacing the former pure lockstep model
- Project managed the second year of the system identifying and implementing changes that realised significant savings in direct and indirect costs, reduced cycle time and improved partner and management experience
- Designed the firm's talent strategy aligned to the 2015 business strategy. Key milestones included implementation of the first pre-partnership talent program incorporating an assessment centre for senior associates, the establishment of a Talent Council to have oversight of the firm's talent processes, and the first National Talent Review mapping the talent pipeline to strategic partnership needs.
- Designed and delivered the first leadership diagnostic and offsite for new Chief Executive Partner and leadership team based on building a high performing team.
- Implemented a new firm capability framework designed to represent the capabilities and skills required for the firm to continue to be successful in the future and to represent the changing capability expectations of the firm's market, clients and people (e.g. increased emphasis on client engagement skills, interpersonal skills (EQ) and project management).
- Implemented the 70/20/10 learning philosophy aligned to the new capability framework, including the provision of Capability Development Guides for all staff demographics and development of new L&D programs.
- Recognised in EuroMoney 2013 Australasian awards, "Best International firm for talent management"
- L&D programs recognised for innovation excellence in KWM's inclusion in inaugural Australia/NZ Legal Innovation Index top 10.

Mark holds a Bachelor's degree with honours in Chemical Engineering from Monash University a Graduate Diploma in HR/Industrial Relations from RMIT (awarded Australian Human Resources Institute Prize) and has a variety of accreditations from global institutions that support his work in leadership development and executive coaching. He has a strong interest in, and is a practice leader at Bendelta in neuro-leadership and positive psychology.