



Livingstones

EMPLOYMENT • RELATIONSHIP • ADVISORS

action positive



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Mark has a talent for communicating complex concepts and legal issues in a way his audience understands.

His early career experience as a military law officer and extensive human resource experience since create the strong platform for the advocacy work he undertakes on behalf of his clients.

Mark views his role as much more than just an adviser.

He works closely with his clients, developing a deep understanding of their workplace culture and business drivers and taking full responsibility for the way his advice and decisions impact business performance and outcomes.

Mark brings enormous energy, capability and value to his role, balancing the demands of his professional life with the less challenging demands of grand-parenting, armchair sport and travel.

Mark's clients regard him as thoroughly dependable, pragmatic, versatile and service orientated. Indeed feedback confirms an impressive capacity to blend his knowledge of industrial relations legislation with a significant dose of pragmatism, a skill that is all too rare in the IR arena.

Mark is recognised for his knowledge, experience and high level consulting capabilities across every dimension of the Employment and Industrial Relations function. He is highly experienced in developing effective strategies and undertaking EBA negotiations on behalf of clients, training negotiating teams and also acting as tactical coach during negotiations.

Mark is an accomplished industrial advocate and is able to provide his clients with quality industrial relations advice and dispute resolution capabilities at both strategic and tactical levels.

Mark provides training in all areas of industrial relations, including negotiation skills, effective handling of discipline, investigation skills, performance management and anti discrimination, bullying and harassment. Mark also regularly undertakes complex workplace investigations.

Qualifications and Memberships

BA, LLB, Admitted Attorney (Southern Africa), Harvard Program on Negotiation

Queensland Industrial Relations Society

“ Mark takes the time to develop more than just legal solutions, assisting clients in developing and implementing pragmatic outcomes that are wholly aligned with their corporate goals and values. ”