



## Mark van Zon

Client Partner, Pay Equity & Leader Global Industrial Markets NL  
Korn Ferry

Mark van Zon is a Client Partner based in Amsterdam and supports our Consumer and Industrial clients in the areas of Organisational Strategy and Total Rewards.

Mark is one of our senior experts in our EMEA Pay Equity practice. He supports our clients with the wide array of our Pay Equity and Transparency solutions.

Mark likes to engage with clients in a holistic and strategic way and naturally supports clients in working through their challenges with a pragmatic outcome driven focus. Mark brings a wealth of global experience and plenty of thought-led energy and enthusiasm for helping our regional and global clients.

Mark's global Reward and HR expertise has encompassed multiple years and multiple continents, and he has been globally mobile for some time. Mark has spent most of his career abroad, working for large multinational firms based in The Netherlands, UK, APAC, and the USA.

In his most recent corporate roles, Mark served as Global Head of Reward and CHRO for New Zealand's largest dairy exporter, and prior to that as senior Global Reward Leader for Starbucks Corporation in the USA.

Prior to joining Korn Ferry, Mark served clients for a leading consulting firm, leading engagements in People Strategy and Performance & Reward and Pay Equity. Mark has also worked independently with firms ranging from high-growth PE-backed startups, scale-ups, mature listed firms, government, and NGO's.

Mark holds a Master of Commerce (hons) from Auckland University and an Advanced Certificate in Reward Management from the CIPD.

Mark has also contributed to reward thought leadership in the UK and New Zealand and

has spoken at several global conferences.