



Sky Transformation Ltd

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Bio - Den Power

[LinkedIn](#)

Den has operated at a senior level in the corporate world for over 30 years, most recently as a C-Suite for a NASDAQ listed Data and Tech business.

Den has worked as a freelance management consultant for many years, servicing a variety of branded clients across various different industries including Shop Direct Group, Yodel, United Utilities, Thomas Cook, Jack Wills, Ted Baker, B&Q, Kingfisher and most recently the NHS.

Den's ability to navigate turbulence, ambiguity and conflict is at the core of her skill set having always been invited to help businesses undergoing significant operational change and resistance. Den first cut her teeth in formal dispute resolution and TU Negotiations back in 2001, working through failed pay negotiations with USDAW. Since then, Den worked again with USDAW, UNITE and GMB in a detailed M&A programme, merging several hard-core legacy businesses into one, requiring successful ballots and shareholder buy-in.

That said, most of Den's career has in fact centred around collaboration, communication and engagement, driving critical situations and difficult personalities to agreement and conclusion.

Most recently Den has successfully concluded a formal dispute with Unison on behalf of the NHS.

Den will obtain her official CEDR certification in March 2024

Testimonials

[Tina Cantelo | Executive Director, Strategy and Transformation](#)

[South Western Ambulance Service NHS Foundation Trust](#)

Den received a brief to lead some very complex and sensitive negotiations between our colleagues, unions and organisation and worked tirelessly with the team to deliver over and above the asks of the brief. Den understood the complexities immediately and used her extensive experience in this area to encourage everyone to work constructively, stay focused on what was in their gift to resolve, and reach an outcome that exceeds all expectations. It was an absolute pleasure working with her.

[Ted Blandford | Senior Steward & Branch Chair, UNISON](#)

[South Western Ambulance Service NHS Foundation Trust](#)

Swast and Unison had reached a failure to agree position over the adoption of a new rest break and end of shift policy.

Following a collective grievance, there were points to be renegotiated. To be able to facilitate Den needed to do her own research and come to terms with a very emotional and complicated subject, which she did with utmost professionalism.

Den's ability to hold the room and control issues that may have become heated was exemplary.

Den from the outset, set the tone of proceedings, and established a code of respect and devised a plan to ensure all elements that were to be addressed were listed and received the time required to resolve.

All progress and reasons were shared very quickly post meetings in an easy simplified but professional format. From Unison we have nothing but utmost respect and appreciation for Den's unwavering professionalism and attention to detail. Den steered the difficult process of negotiation, with exemplary management control, that allowed the forming of a new policy expediently.