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We have worked in partnership with Reality HR since 2014, sometimes in extremely confidential and challenging situations.

Donna has been instrumental in supporting us through change management.”

Richard Condon - Chief Executive Officer



Meet Aspire Pharma and learn about **the challenge** they faced with their HR

British pharmaceutical business Aspire Pharma is making significant contributions in the life sciences and healthcare sector, through the supply of innovative medicines and medical devices across the globe.

Since it was founded in 2009, the company has grown significantly from a one-person business to an organisation with around 260 employees.

On this growth journey, Reality HR has supported Aspire with full-outsourced HR, including day-to-day HR issues, tailored management training and Insights.

In 2022, Aspire acquired Morningside Pharmaceuticals and Morningside Healthcare and its subsidiaries.

During the acquisition, Reality HR worked closely with managers and leadership to support the business through change, focusing on communication, culture, learning and development and wellbeing support.

## The action taken by Reality HR

Already working as their HR department, the Reality HR team, led by HR Consultant Donna Bonfield, implemented new people initiatives and programmes to address both immediate issues and the 'bigger picture', to support the continued growth of the business.

This included delivering regular line manager training, targeting the fundamentals in HR and employment law, preparing employees who would be stepping up to leadership roles as a result of the acquisition.

Donna set up an Aspiring Leader Programme – a network of managers receiving training and one-to-one coaching. This has transformed how managers and leaders approach learning and development, for example, driving accountability and responsibility.

Wellbeing initiatives rolled out across Aspire's office locations include awareness training with mental health organisation Simpila, Employee Action Plans and employee interest groups, such as LGBTQIA+ and Women in Business.

Insights has been significant in improving communication. Chief Executive Officer, Richard Condon said: "It has given us a common language and understanding of individual's drivers, so that we can help them perform at their highest level."

The personality profiling tool is used extensively across the business, including in performance management, mediation and training, and has become part of the business culture.



**Reality HR has been able to flex, change and move with Aspire on our growth journey.**

**We work in partnership with them and benefit from access to multiple levels of expertise. From operational support from Karolina and the administrators to strategic HR guidance from Donna and Sally-Ann.**

**Their responsiveness and level of knowledge is one of the reasons why Aspire has been as successful as it is.**

Richard Condon,  
Chief Executive Officer,  
Aspire Pharma

