



# Upperton Pharma Solutions

A scientific approach to growth

<b>Sector</b>	<i>Pharmaceutical development &amp; manufacturing</i>
<b>District</b>	<i>Nottingham City</i>
<b>Number of Employees</b>	<i>30</i>
<b>Support received</b>	<i>Workshops</i>

## The Client

Upperton Pharma Solutions is a contract development and manufacturing organisation with more than twenty years' experience in the development of dosage forms to the biotechnology and pharmaceutical industries.

It offers clients an extensive range of services, from early feasibility and dosage form development to clinical trial manufacturing. It provides a complete development package across all dry powder dosage forms, including powders, capsules, tablets and devices for nasal and oral delivery.

Upperton is a world leader in expertise and know-how on pharmaceutical spray drying.



## The barriers to high growth

Upperton had achieved steady growth since it was founded, as a consultancy business, in 1999.

Over the past five years it moved into the development and manufacturing of medicines for other companies.

While its team possesses a huge amount of scientific knowledge and technical skill, it needed support to help it get the right business and management structures in place to continue its growth trajectory and exploit new markets and opportunities.

## The UpScaler solution

Dr Laura Mason, Upperton's director of business operations, attended several UpScaler workshops, including performance management, HR, and finance, to expand her knowledge of these key areas.

On the back of these, she was able to implement teams, culture and insight training with staff to help build team confidence and morale. The company was also looking for signposting and support for strategic finance and growth funding via Nottingham Trent University, to help support its plans for continuous but sustainable growth.

## The impact

The workshops have enabled Dr Mason and her team to implement a number of changes within the business, including putting in place a structure for staff performance reviews, and other team-building initiatives.

It also gave her the opportunity to mix with a community of small business owners and managers to share knowledge and best practice, as well as being signposted to other forms of support beyond UpScaler, including sources of growth funding.

*"The UpScaler events were great. As a business, we have a lot of scientific and technical knowledge, which was fine when we were a small team, but as we grew, we needed to improve on the business management and operations side of things. They were ideal for a small business like ours which was growing but needed a better understanding of how to manage that growth in the right way."*

- Dr Laura Mason