

A Culture of Support

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MY BACKGROUND

I joined Costello Medical three years ago fresh out of university, and have since progressed to the role of Consultant in the Rare Diseases division. I received my first promotion within six months of joining the company, which was very fast, but having the recognition that I was performing really well early on was hugely motivating.

We recruit so many enthusiastic and engaged people who are ready to get stuck in right from the beginning and Costello Medical recognises and rewards this attitude. We all have a lot of input in to how we would like to progress, which ensures that our work ties in with our personal interests and, in this way, the company is invested in trying to find ways for everyone to pursue their passions in the context of the company. I believe that this is fairly unique for a company of our size; it is maximising the potential of every single member of the company.

COMMUNICATION

By way of an example, when I wasn't feeling excited by my pipeline

of projects, I raised it with my line manager and was able to have a very open and frank discussion. Managers at Costello Medical always go out of their way to find a solution, no matter what the issue is and, in my case, they actively sought out opportunities for me to work on projects that I would get excited about again. There were no politics around the situation, just a focus on what would give me the most satisfaction and enjoyment. This attitude and approach sits at the heart of our company; it isn't individuals out for themselves but rather a culture of support, for everyone's benefit.

SHARING EXPERIENCES

Being able to openly share experiences and learnings with colleagues is something that lots of the team have benefited from and is particularly valued when you're going through challenging times, whether personal or professional. During the pandemic, working from home for such a long time, my confidence really suffered and I began to wonder whether Costello Medical was the right place for me to be working. I reached out and found that there were many people in the company who had been through a similar experience at some point in their career including the senior leadership team and my line manager, and people in the operations team who I had never spoken

to before, who were happy to speak to me about their experiences, which was incredibly helpful. They offered a listening ear and encouraged me to take the time I needed in terms of professional support, which included sessions with an occupational therapist which the company provided access to.

SUMMARY

Having the support of people around me and being able to openly discuss my options and concerns, made me realise how lucky I am to be part of an organisation like Costello Medical, where you can feel like one of the family. This was fundamental in my decision to stay with the company and isn't something that any of my peers have found at their places of work. When I think about the company and everything it offers its employees, I'm just so pleased that I work here!

