



New Member Profile- December 2015



Vapotherm is a private, venture-backed market leader and originator of High Flow Therapy, an innovative technology for respiratory support of patients with chronic or acute breathing disorders. Inspired by access to a greater concentration of medical device talent the company moved from Maryland to Exeter in 2013. Their devices help very small babies (neonatal) by providing comfortable, noninvasive respiratory support that allows these babies to be held by their mothers and receive the nurturing so important in the early days of their lives. Geriatric patients are another important group that benefit from the technology, particularly in end of life situations.

When Joe Army took over the company he invited his team to help develop the company's six guiding principles, thereby creating a true team culture. These principles include—being a team; hiring the best people in the medical device industry; making and keeping commitments; having clear, direct and respectful communication with everyone; and keeping patients and customers as the focus. The commitment to and connection between patients and technology is an integral part of their business and is evident when you visit their office where you will find photos of patients on the walls. Monthly meetings and an annual keynote

celebration are times where employees meet and learn the stories of patients and how they have been helped by their technologies.

The company is a fast-paced and rapidly growing one, but also one that takes time to celebrate and recognize milestones along the way. One such moment is VapoTherm's recognition as one of [Business NH Magazine/ NHBSR's 2015 Best Companies to Work For](#). This is an acknowledgement that they are proud of and one that they feel supports the company and culture they have worked hard to cultivate. At the start of 2015 VapoTherm went direct with sales, where previously sales went through a distributor, now providing a greater connection with their customers. They look forward to the year ahead where they plan for more growth on all fronts with a shift to a more global focus.

We invite you to read more about them in the *Business NH Magazine* and on their [website](#).