



Monica Hayes is the Founder and Managing Principal of Fusion Success Group, where she provides process development, project management and coaching and training services to clients across bioscience, healthcare, and manufacturing sectors.

Following her successful corporate medical device career, Monica helps organizations improve effectiveness by developing the systems they need to thrive in the 21st-century environment. She provides subject matter expertise and industry best practices related to Process Transformation, Strategy, Project Management, Lean Six Sigma, and other business outcomes.

Monica's experience spans several technical and leadership roles across Product Development, Operations, Quality, Program Management, and Engineering. She is well-regarded in her field for her in-depth process expertise combined with her leadership and strategic planning skills. She now leverages her skill set to help leaders achieve their long and short-term objectives.

Monica's career started as a Project Engineer first at KCI and then at Coastal Life Technologies, where she led cross-functional projects to successful completion. Her contributions toward revenue generation and process optimization earned her rapid advancement and increased responsibilities. As Engineering Manager, reporting directly to the Founder, she built the Engineering infrastructure from the ground up, incorporating best practices in organizational design, capability development, and project management organization. She led strategic and operational streamlining initiatives as the senior engineering authority in the organization with responsibility for all technical efforts. Additionally, Monica served as the primary customer interface for new business. She excelled in this role through first the acquisition of Coastal Life and then through a second merger with Viant.

As the Director of Engineering at Viant, Monica played a significant role in change management, business transformation, and talent and culture development. Her leadership of New Product Introduction, Program Management, Sustaining Engineering, and Continuous Improvement functions led to several achievements, including the implementation of best-in-class Operational Excellence programs, an expanded customer base, and critical quality improvements. She served as a change catalyst for post-merger and acquisition systems integration, remediation for compliance efforts, and technology insourcing. A sought-out advisor, she helped others through complex business issues and strategic and tactical implementation of corporate-wide initiatives, including the deployment of McKinsey's OpEx Transformation methodologies. Monica enhanced talent and culture across the organization by building cohesive, high-performing teams, and developing engineers into leaders.

Monica received a B.S. in Mechanical Engineering from The University of Texas at Austin and an M.S. in Mechanical Engineering from The University of Texas at San Antonio (UTSA). Monica also holds multiple professional certifications, including Lean Six Sigma Black Belt, Project Management Professional (PMP), GrowthWheel Business Coach, and Marshall Goldsmith Executive Coach. Monica is involved with several industry organizations, including the Center for Advanced Manufacturing and Lean Systems (CAMLs), Continuous Improvement Professionals (CIP), various San Antonio Chambers, Texas Manufacturing Assistance Center (TMAC), and San Antonio Manufacturers Association (SAMA). She serves on the Board of Directors for The Health Cell and the San Antonio Lighthouse for the Blind. She also mentors UTSA College of Engineering students and other professionals navigating their career development. Yearly, Monica volunteers to put on women's leadership conferences through the Leadercast organization and Southwest Research Institute.

A native of San Antonio, TX, Monica enjoys spending her free time volunteering as room mom for her son's kindergarten class, cooking, and gardening. Her passion for competitive running continues to this day, dating back to her time as an NCAA Division I athlete for UT Austin Track & Field.