

40 Under 40: Monica Hayes, Fusion Success Group

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Monica Hayes is the founder and managing principal of Fusion Success Group.

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[Monica Hayes](#)

Age: 37

Title: Founder and managing principal, Fusion Success Group

Monica is the managing principal of Fusion Success Group, which provides consulting and coaching services across all sectors. She mentors everyone from undergrads and Fortune 500 leaders to startup CEOs. Prior to Fusion, she spent more than 15 years in the medical devices industry, helping companies commercialize their ideas. She also serves on the board for The Health Cell and the Lighthouse for the Blind.

Where do you see yourself in five years? My consulting practice is thriving and has scaled!! I am very involved in the community through nonprofit boards and higher-ed advisement. My son is rocking it in middle school, academically, and in sports! I'm still

staying fit and active, running obstacle course races and endurance events. I'm giving back to the next generation, helping students navigate career options by being involved in the alumni communities at UT Austin and UTSA. And all the while, open to those who need a friendly ear.

What is the biggest challenge you've encountered in your career? Everyone experiences difficult situations, difficult people, and big challenges from time to time. Of course, the hardest part is when all of those hit at once. That has happened to me multiple times, and each time I have relied on friends, counsel, introspection, and faith to maintain perspective and dig very deep. It has made me who I am today.

What motivates you? From time to time, we get feedback from the people that we've touched. When that happens, and someone tells me that I've made a big difference in their life, there's nothing better. It is as simple as that! Fulfilling my purpose to help others is the ultimate high.

What is your favorite San Antonio activity? Running, biking, and scootering through the Howard Peak Greenway trail system in San Antonio! Have you been over the land bridge? It's awesome!

What is a favorite hobby or pastime? I ran track and field for UT Austin, and being out on the streets or trails for a run is still my passion.

What is your favorite rock band? I'm going to go with Radiohead, but I also like older stuff like Aerosmith and Pink Floyd

What's the best concert you've attended? I heard Jack Johnson at ACL and it was amazing!

What was the first concert you attended? I took my little sister to the Britney Spears concert... don't judge!