

# CALIFORNIA BUSINESS JOURNAL

## These 5 Military Skills Will Give You An Advantage At Fuse Integration

While you don't need to have a military background to work at Fuse – it can be an advantage if you do! You'll also be in good company, since more than 40% of the company's diverse and talented team are veterans.

San Diego-based Fuse was founded by military veterans with a mission of “Advancing warfighter capabilities with elegant, user-focused communications, networks, and software systems.” The fact that Fuse has been nationally recognized as a Military Friendly® employer speaks to its appreciation of our nation's service members.

Women and men who serve in the military bring an important mix of soft (interpersonal) skills and hard (technical) skills, which translate for immediate value in civilian careers. Here are five that stand out at Fuse:

**1. Teamwork.** Achieving mission success in the military requires trust, collaboration and coordination across a team of individuals. The same is true at Fuse. Although everyone contributes different aspects to a project or product, very few outcomes are due to one person's success. By working together and building a sense of camaraderie, the company delivers significant results aligned to its vision and end-user needs.



*Sumner Lee, CEO of Fuse (L) and Natalie Caruso, Director of Operations at Fuse*

**2. Leadership.** The military is built on a hierarchy designed for efficiency. True leaders inspire others and encourage teams to reach new heights of achievement. At Fuse, veterans embody core values related to leadership and end-users. “Get s\*\*\* done, do it right,” “Work as a team,” “Design for the user,” “Take initiative” and “Move with purpose.”

**3. Communication.** Warfighters hone their communication skills by necessity – be it clear and concise directions over busy comms nodes or immediate reactions needed in time-sensitive scenarios. They also understand the importance of listening. At Fuse, there is no beating around the bush. Excellent communicators actively set goals, explore innovations, ask clarifying questions, resolve conflicts and absorb

feedback from colleagues and clients.

**4. Integrity.** Doing the right thing, even when no one is looking, is a life-saving essential in the military, where national security and warfighter lives are on the line. Every branch of the service holds its members to a strict moral code of conduct. Fuse team members, too, hold themselves to high standards of conduct, keep their word and tenaciously protect private information.

**5. Problem-solving.** Operating in rugged conditions around the world, military personnel become excellent problem-solvers, overcoming anticipated and unexpected obstacles – usually with limited resources. Problem-solvers who push through obstacles to advance solutions and products to serve our defense partners well.

Fuse celebrates military service, its connection to the warfighter and its defense background. The company also appreciates that everyone brings unique value to the team. Making these connections accessible for non-military and military members alike, Fuse brings everyone in on the fun with team-building initiatives and events such as:

- Callsigns, in the spirit of military aviation, are assigned to team members



*Toy tasers with Fuse employee callsigns*

after they have been on board a certain amount of time

- Spaceman Spiff (everyone’s favorite explorer and space warrior from Calvin and Hobbes) is the company’s mascot and is prominently painted on an office wall



*Hand-drawn Spaceman Spiff mural on Fuse wall*

- Unique patches are created and issued to commemorate important milestones, detachments and achievements, much like military “cruise” or “det” patches
- Football game watch parties (Go Navy! Beat Army!)
- A dedicated Patch Wall proudly presents patches from defense organizations, colleagues, customers and guests

May is national Military Appreciation Month. This month, and every month, Fuse embraces the military skills, talents and experience in its workforce today – and values those skills in qualified candidates who apply to work with our team. ■