



**FUSION  
BIOMANAGEMENT  
TECHNOLOGY™**

**Lighthouse School, Inc.**

# FUSION MODEL



## OVERVIEW

FUSION is a unique biomanagement, or life management, service technology consisting of an integrated set of application protocols that have been crafted to promote optimization of both organizational achievement and employee achievement. FUSION is an acronym for **F**ormulated **U**nification, **S**ynchronization, **I**ntegration, and **O**rchestration of **N**eeds. The term biomanagement refers to the interwoven design of both conventional management principles and specially designed humanistic principles into the organizational operating system.

FUSION is an experience—it is a process by which an individual and an organization engage in a mutualistic relationship. The philosophical principle that is the underpinning of this relationship is that organizational needs and employee needs are inexorably linked and must be synergistically regulated in order that dual optimization can occur. The employee team of an organization represents its most valuable resource. It is therefore exceedingly important that the individual and collective needs of that resource be accurately identified and reasonably gratified on an ongoing basis. It is similarly important that members of the employee team clearly understand and reasonably gratify an organization's needs on an ongoing basis.

This process of reciprocal need gratification constitutes the foundation of the mutuality of FUSION. Upon this foundation, a matrix of meaningful experience is constructed that facilitates beneficial outcomes for all participants. Individuals participating in the FUSION process are offered a superlative quality of life experience opportunities in the work setting that invariably prove to be very valuable. Organizations participating in the FUSION process benefit by having operating principles that reflect integrity, as well as by receiving service or product enhancements that precipitate improved functional and economic outcomes.

The design of the FUSION technology involves 13 interrelated segments, each representing representations of human experience in the context of the work setting. These experiential representations are crafted so as to provide ongoing opportunities for each team member to achieve what is referred to as individual optimization—the expansion of intrinsic capabilities to the most advanced levels possible consistent with inherent potentials. The FUSION experience therefore provides opportunities for each member of the staff team to not only contribute importantly to helping the organization achieve its success criteria, but also to be afforded the opportunity to engage in a high quality life experience. This occurs in large part as the collective experiences of the staff team synergize into the formation of organizational culture. Culture is extremely important and represents the context within which the quality of the FUSION experience expands to its full maturity.

Culture is the manifested amalgamation of shared principles, beliefs, values, ideals and personality expressions of all participants in the organization. All units of human social organization have cultures including nations, states, cities, villages, tribes, and families. Cultures have defining characteristics that determine how they are experienced by people both indigenous and external to the culture. FUSION is a powerful technology that can foster and sustain high quality culture that supports very beneficial life experiences and corresponding outcome optimization for all involved participants.

Once FUSION is indoctrinated into an organization's management system, the results can be dramatic. As inertia builds and the FUSION sponsored culture expands, a self-sustaining phenomenon occurs. The innumerable benefits that are associated with a culture that emanates from a well-implemented FUSION system are very compelling and they inspire increasingly more involvement. This occurs as the mutualistic rewards that are produced by the use of FUSION technology sponsor life-changing experiences that inspire continually expansive participation. Both team members and organizations that engage in the FUSION experience are the beneficiaries of this process.

The ultimate benefits of this mutualistic achievement extend far beyond immediate organizational or individual needs. Ultimate benefits arise from such qualities as empathic sensitivity, mutual respect, sincere magnanimity and interpersonal investment. The richness of these qualities is derived from their authenticity and the effect that they have on supporting an organizational culture that is deeply intrinsically rewarding. The qualities are sustained because all of the participants in the biomanagement experience work hard in their cultivation and application. FUSION Biomanagement Technology therefore offers both organizations and their employee teams the opportunities to receive from one another an invaluable and oftentimes life transforming experience.

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### SEGMENT #1: PRIMACY

Primacy is the introduction to FUSION<sub>SM</sub>—the initial stage of participating in and understanding the technology. Primacy is very important because it represents the most influential aspect of the FUSION experience in terms of how it shapes the team member's attitudes about participation in the technology. An important outcome of primacy is permission—the willingness on the part of the team member to embark down the FUSION experience pathway and consequently receive both complementary feedback as well as constructive engagement from the supervisor. Primacy is time-limited and typically represents the first one to three months of a team member's involvement. Primacy, like all other segments of FUSION, is a representation of experience—it is a time during which basic opinions about the FUSION experience are formed. First impressions are very influential to subsequent experience and the primacy segment of FUSION constitutes an important opportunity for crafting a strong foundation upon which consequent segments of the FUSION experience can be constructed.

### SEGMENT #2: MOTIVATION

Motivation emerges from primacy and refers to the mobilization of a team member's interest and energy in the pursuit of targeted aspirations. During the motivation segment of FUSION, a team member's attitudes about striving are explored so that the person can objectively determine whether or not to advance their level of involvement in the FUSION experience. The motivation segment accomplishes this by helping the team member to understand the relationship between FUSION participation and subsequent opportunities afforded by the FUSION experience. If the person is subsequently inclined to want to further engage in the FUSION experience, then their motivation expands. This occurs as the person mobilizes their energy into productive applications that require an ongoing allocation of hard work and a continual expenditure of energy. Motivation is therefore very important, because in the absence of adequate motivation, a team member's probability of ultimately achieving optimization is diminished.

### SEGMENT #3: PROFICIENCY

Proficiency relates to competence—the capability to do things well and to achieve measurable success. The motivation established from the preceding segment is independently inert—it needs to attach to something in order for it to functionalize. The energy that is derived from the motivation segment of FUSION functionalizes by being channeled into productive applications. Proficiency represents an important target of this channeling and is a very important example of productive application. Incremental levels of proficiency occur as a result of the garnishing of the energy that is derived from the motivation segment. As a team member's inherent strengths and limitations are identified and assessed in the proficiency segment of the FUSION experience, both the supervisor and the team member share an expanded understanding of the person's proficiency profile. Mechanisms are also established in this segment that provide the team member with avenues for proficiency enhancement. A staff development rubric is an effective tool that can be used for achieving this objective.

### SEGMENT #4: ATTACHMENT

Attachment is a representation of emotional proximity. FUSION attachment has three graduated levels of intensity: connection, commitment and investment. Deeply embedded in the FUSION experience is the notion of mutuality—that there is an intricate, and even symbiotic, connection between a team member and the organization. Attachment represents the process by which the individual and the organization achieve mutualistic intertwining of each other's interests. Attachment is very important because, in the absence of a team member's experience of graduated attachment, later stages of the FUSION process become compromised—propensity for achieving gratification, fulfillment and optimization are consequently diminished. Inadequate attachment also inhibits the manifestation of stewardship, the condition in which an individual experiences personal affiliation with the organization and consequent responsibility for the organization's well being. Authentic attachment is very delicate and can never be artificially induced. This is because attachment in its very nature is affective—it arises out of emotional experience and involves varying degrees of bonding, closeness and intimacy. Intimacy is very important in biomanagement and is defined as the sharing of meaningful, positive emotional experience.

### SEGMENT #5: DISCOVERY

Discovery refers to the FUSION process of engaging in a process of enthusiastic curiosity. This process essentially involves the establishment of a platform of self-exploration. The team member's importance to the organization and their affirmative value as a respected individual are also underscored as an essential part of this process. Self-affirmation is a very important aspect of the FUSION experience because it constitutes the foundation upon which the individual is able to construct their platform of self-exploration. Discovery is in many ways a transitional segment—it capitalizes on the attachment that is derived from the preceding segment and encourages an individual to strive for even deeper levels of self-understanding and expanded levels of external understanding. Discovery therefore refers to the experience of novelty—the process by which an individual learns new things about self and various elements of their external environment(s). The person in the discovery segment also comes to understand the restrictions that non-discovery entails as well as the opportunities that accompany the continual exercising of their curiosity.

## SEGMENT #6: TRIADIC NEEDS

The centerpiece of the FUSION process is needs. FUSION is an acronym for **F**ormulated **U**nification, **S**ynchronization, **I**ntegration, and **O**rchestration of **N**eeds. Needs represent the most compelling feature of personality because they express the most revealing aspects of a person's biob Blueprint, or predisposition for engaging with life experience. Triadic needs refer to the personal needs of the individual, the professional needs of the individual and the organization's needs. This triadic constellation of needs is regarded in the FUSION process as being highly influential because both the individual's optimized success as well as the organization's optimized success are highly contingent upon the degree to which triadic needs ultimately become confluent. A major prerogative of the FUSION experience, therefore, is to construct pathways of compatibility among triadic needs. The outcome of this process constitutes the soul of the FUSION experience.

**Personal:** Personal needs largely define the most revealing characteristics of a person's personality—they materialize as the artifacts of unresolved conflict that emanate from the individual's early life and later constitute the core of the person's personality structure. Personal needs are highly influential—they are prominent representations of a person's biob Blueprint and in large part determine the salient features of the person's character structure. Personal needs incessantly beckon to be gratified—they are primary in their composition and they continually seek fulfillment. A person's functional life experience is merely a topographical reflection of their need profile—the degree to which a person can objectively interpret and competently regulate the expression and gratification of their needs largely determines the person's propensity for an optimized life.

**Professional:** Professional needs are manifested as the hopes, desires, aspirations and ambitions of a person in the context of the work setting. These needs represent who the person seeks to professionally become, what they hope to accomplish, and the nature of the experience they seek to have in the occupational realm. Professional needs are very compelling because they strongly influence the ways in which an individual participates in the organizational environment, which is undeniably a secondary representation of an individual's primary family. The degree of credibility, adjustment, accomplishment and fulfillment that a person as a member of the organizational family is able to achieve is highly dependent upon the degree of understanding and mastery that the person can acquire about the intricate relationship between their conjoined personal and professional needs.

**Organizational:** Organizational needs express the objectives, goals and requirements of the organization in achieving its purposes. An organization is highly dependent upon its most valuable resource—its human team—for ultimately determining its degree of success or failure. In so far as the human (i.e., personal and professional) needs of the organization's workforce are extremely important, the organization's needs are also important—all three sets of needs must be carefully orchestrated and regulated for optimal outcomes to occur. Organizational needs cannot be construed by any members of the organizational family as mysterious or amorphous—they must be accurately defined and clearly articulated so that all participants in the organization are properly informed of organizational expectations as evidential representations of organizational needs.

## SEGMENT #7: THE ONION

The onion is a euphemism for the personality. As with the onion, the personality is constructed in layers, with outermost layers representing greater degrees of superficiality and innermost layers representing deeper levels of significance. The FUSION segment designated as the Onion refers to the process by which a team member and a supervisor engage in a graduated and nonjudgmental process of exploration that results in both the team member and the supervisor acquiring an increasingly more sophisticated understanding of the true nature of the team member. This process is like a journey—it begins at a starting point on the veneer and continues through the various layers of the personality onion toward its final destination deep in the core of the onion where both needs and their derivatives—feelings—are revealed. Whereas in the preceding FUSION segment called triadic needs, the team member is generally familiarized with the three versions of needs and their interrelationships, the onion segment is more precise and focuses on the less visible yet more influential aspects of the individual.

## SEGMENT #8: ENLIGHTENMENT

Enlightenment refers to accumulated insight. As the preceding segments of the FUSION experience are operationalized, the individual develops increasing realization of the various aspects of personal and relational (i.e., self; other and self/other) experience as well as of the organization as an inanimate representation of an "other." As this process of expanded realization unfolds over time, insight is accrued. The accrual of insight, in combination with the immersion in the organizational cultural experience, is enlightening—and further motivates the individual to explore incrementally deeper levels of self, other and organizational experience. This process of graduated exploration inevitably leads to revelations that transcend conventional expectations. The very nature of experiencing enlightenment can therefore be very compelling and may kindle an individual's appetite for acquiring progressively greater degrees of enlightenment—the result is a virtually infinite circular pattern of opportunities for optimization.

## SEGMENT #9: INSPIRATION

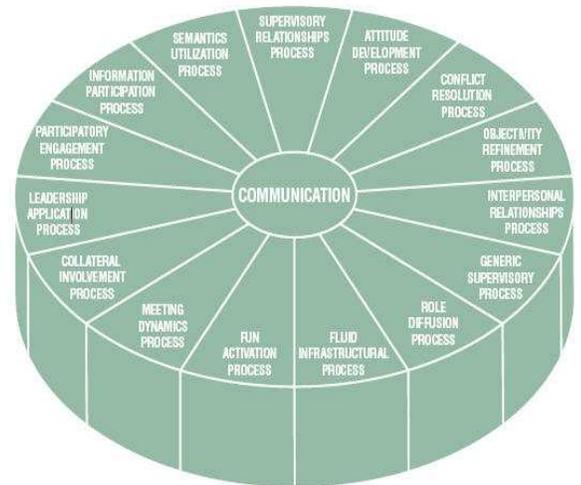
Inspiration is the philanthropy of passion and represents a compelling desire to manifest an aspiration. Passion is the prerequisite for inspiration because inspiration burns only after the fire of passion ignites. Inspiration in the FUSION experience refers to the process by which an individual continually strives for shared experiential intensification. The individual in this state has benefited greatly by the preceding segments of the FUSION experience and has acquired strong determination for further experiential advancement. They are authentically enlightened and they feel that they have expanded substantially—they are therefore exuberant in wanting to share with others the advantages of this expansion. In other words, for the inspired team member, the meaning of the FUSION experience and its relationship to the more expansive life experience has moved beyond its esoteric, self-focused boundaries and has matured into broad, multi-context applications which the person seeks to philanthropize.

## SEGMENT #10: EMPOWERMENT

Empowerment refers to conviction in self-capability. The empowered individual is strongly inspired and believes that they are capable of achieving valued outcomes—that they by their own volition and determination can catalyze important life experience. Empowerment also internalizes a person's locus of control whereby they experience the confidence to transform intangible aspirations into tangible outcomes—they have compelling beliefs about what they know to be important and they feel capable of decisively manifesting those beliefs. The empowered team member has correspondingly moved increasingly toward mentorship—an advanced level of supervision in which the supervisor represents a catalyst in the self-directed development of the individual.

## SEGMENT #11: FUSION WHEEL

The FUSION wheel is comprised of 15 methodologies that summarily represent organizational experiences that are very relevant to the mutualistic nature of FUSION. This occurs because each of the 15 methodologies of the wheel connotes a category of experience that relates to the individual in the context of the culture of the organization. The methodologies have also been crafted to collectively portray the humanistic operating principles of the organization. The FUSION wheel is positioned as segment #11 of the FUSION model because the preceding segments represent prerequisite experiences that support a team member's subsequent capability to successfully participate in the processes of the wheel. For example, a team member who has experienced enlightenment, inspiration and empowerment is much more likely than one who has not had these experiences to have acquired a proclivity for success in the experiences afforded by the FUSION wheel. The illustration of the FUSION wheel shown to the right represents the 15 methodologies as proportionally equal, although the successful application of the segments of the wheel is highly contingent upon circumstantial flexibility.



**Communication:** Communication is the center of the FUSION wheel and refers to “the accurate transmission and interpretation of meaning.” All members of the organizational team must communicate effectively for the organization to have the capacity to operate at a high level of success. In this sense, communication is the fuel that powers the team. The prominent centralized location of communication in the FUSION wheel represents its importance in the execution of all 15 methodologies of the wheel as well as the successful implementation of all 13 segments of the FUSION model. Communication is essential to FUSION because in its most basic purpose it crystallizes the intricate bridges that link the needs of the organization with the needs of the organization's human team.

**Supervisory Relationships Process:** Establish relationships with team members that involve respect, trust, appreciation, reciprocity and sincerity.

**Attitude Development Process:** Cultivate positive, confidence-oriented attitudes among team members that support productive engagement.

**Conflict Resolution Process:** Promote effective, win/win-based, conflict resolution mechanisms and corresponding avenues of manifestation.

**Objectivity Refinement Process:** Foster a climate of ongoing experiential appraisal by helping team members to continually sharpen their objectivity.

**Interpersonal Relationships Process:** Model and purport interpersonal habits that feature authenticity, collaboration, inter-reliability and communication.

**Generic Supervisory Process:** Maintain a matrix of avenues for providing team members with broad-spectrum, multi-sourced supervisory feedback.

**Role Diffusion Process:** Instill shared responsibilities and normative practices that support collectivism and teamwork.

**Fluid Infrastructural Process:** Advance practices that enhance synergy and strengthen collaboration by encouraging cross-specialty involvement.

**Fun Activation Process:** Foster a variety of organizational experiences that include fun.

**Meeting Dynamics Process:** Conduct meetings that accomplish content and emphasize process.

**Collateral Involvement Process:** Establish peer practices that reciprocate the exchange of both supportive and constructive feedback.

**Leadership Application Process:** Encourage team members to publicly demonstrate their strengths.

**Participatory Engagement Process:** Solicit abundant suggestions for improving organizational performance from all members of the team.

**Information Participation Process:** Establish information acquisition and distribution pathways that reflect timeliness, courtesy, protocol and equity.

**Semantics Utilization Process:** Construct an organizational lexicon by earmarking and using specific terminology that sponsors common understanding.

## SEGMENT #12: CULTURAL PERSONIFICATION

Cultural personification is a very advanced stage of the FUSION experience in which the highly developed individual has achieved confluence among personal beliefs and organizational beliefs and can consequently embody the cultural principles that reflect those beliefs throughout the full spectrum of their life experience. Simply stated, cultural personification refers to “living the culture.” The cultural principles have been designed to foster life experiences that support a high degree of meaningfulness and fulfillment both in and out of the organizational realm. Cultural personification occurs as these shared principles are manifested as actualized life experience. Cultural personification is also an expression of internalized experience—it arises from the realization that the true essence of the quality life experience transcends the ordinary. The personified individual is able to capitalize upon virtually all aspects of the life experience both in and out of the work environment as offering opportunities for meaningful, life enhancing engagement.

## SEGMENT #13: OPTIMIZATION

Optimization represents the final and highest manifested state of the FUSION experience—a state in which both the individual and the organization achieve noteworthy outcomes. Optimization is relative to the unique circumstances that define each situation but always reflects the inherent potentials of both the individuals as well as the organizations involved. Optimization therefore has no precise, universal criteria, but rather occurs when either individuals and/or organizations are able to achieve the most that is possible within the full spectrum of their existing capabilities.

**Individual:** Individual optimization refers to a person who has achieved maximum levels of personal and professional fulfillment in the context of their inherent potentials. Optimized individuals are personally stable, grounded, objective, self-reflective, balanced and biodevelopmentally advanced people who have a very positive influence on the world around them. They are also capable and proficient professionals who readily experience attachment, need awareness, self and other understanding, enlightenment, inspiration, and empowerment. In addition, they have achieved mastery of the experiences represented by the FUSION wheel and they have acquired a level of life realization that has expressed itself through the personification of cultural principles throughout the multiple contexts of their lives.

**Organizational:** The optimized organization is one in which high levels of integrity, productivity, efficiency and effectiveness occur which support tangible, conventional indices of organizational success. The optimized organization also has a highly developed and advanced culture that supports a very capable and invested human team. In addition to having achieved high levels of success as measured by conventional standards, the optimized organization has built a culture that provides its human team with opportunities for achieving highly beneficial states of multi-context life achievement—states that reflect values and belief systems that sponsor generalized life success across a broad spectrum of their experience.