



EPIC Champion Spotlight: John Ayers



**We want
to hear
from
YOU!**

John Ayers is a Trans Project Specialist – Sr in the Structures Division where he works in the structural design section for Region 4. He loves serving the public and working on all the interesting projects that TDOT provides. John is excited about the new EPIC initiatives and looks forward to implementing the new system. “It’s going to change the way things are structured,” he said.

John cited the current hierarchy system as one of the top reasons for change. “Serving a hierarchy can get in the way sometimes of actually getting things done,” John explained. “Sometimes we find ourselves working in silos. Those need to be broken down to allow for more focus on collaboration, communication and coordination between all the disciplines and on working together and getting the project done.”

Having worked in state government for the majority of his career, John knows that having a team of individuals with a diverse skill set and a variety of leadership attributes will ultimately lead to success. One of EPIC’s new endeavors is the career paths and potential advancement opportunities it will present to TDOT staffers. “I’m glad that there’s a technical track,” John said. “That might be a good fit for me but I’m certainly open to any track. There is too much focus on being a supervisor. Now that there are other opportunities, I think that’s going to be a good thing.”

Additionally, he is enthusiastic about the streamlining and the delivery of projects along with better communication across the board. “With projects moving faster along with less errors out in the field, this should hopefully save money in the long run,” he said.

Do you have EPIC thoughts to share? If you’d like to become a champion like John simply fill out the submission form [here](#). Are you our next champion?