

Leadership In Action

In The Loop: Q&A

What's one lesson you learned the hard way, that you now pass on to every crew you lead?

Clear communication is everything. I learned that the hard way early in my career, when I assumed the whole team was aligned just because we were in the same room. Turns out, being physically present doesn't mean you're on the same page—you've got to make sure of it.

What's one part of a ride install that always keeps you on your toes—no matter how many times you've done it?

Planning and safety—those are the two things that can make or break any project. A well-planned job sets the whole crew up for success, while poor planning creates chaos before work even starts. And no matter how big or small the project is, safety has to be at the center of it all. You can't afford to treat it like a checkbox—it's a mindset that has to lead every decision on the job site.



Terry Stephens: Advancing Baynum's Impact Through Construction Expertise

At Baynum Amusement Solutions, operational strength is rooted in firsthand experience and field-proven leadership. As Construction Manager, Terry Stephens brings over two decades of expertise from his time at Six Flags, where he advanced through operations and maintenance leadership roles before serving as Director of Maintenance and Construction. His knowledge spans the entire lifecycle of amusement attractions—from teardown to installation to long-term upkeep.

Since joining Baynum in February 2022, Terry has led the company's most complex ride construction projects, overseeing the planning and execution of attraction installs, removals, and relocations. He's known for his methodical approach, deep mechanical understanding, and ability to coordinate multiple disciplines across a job site.



What's one fix-it hack or field trick you swear by but would never put in a manual?

Fixing a leak in a waterslide flange? Drill a small hole on one side, insert the Sikaflex gun, and fill the cavity until the leak stops. It's quick, effective, and saves a ton of time on teardown.

You're building a dream crew from scratch—what's the one non-negotiable trait they've gotta have?

Integrity—with a positive attitude. If someone has integrity, they'll do the right thing, even when no one's watching. Add a good attitude to that, and you've got someone who'll show up, stay accountable, and support the team every step of the way.

You've built a lot—what's one thing this career built in you?

Patience. This career has taught me to think from multiple perspectives and stay open to growth. Every job brings new challenges, and it's trained me to slow down, listen, and always look for a better way forward.

From Ground Up: Terry's Impact on the Job

Terry's leadership strengthens Baynum Amusement Solutions' ability to deliver high-quality attraction construction and maintenance with confidence and control:

- **Flawless Ride Installation:** Oversees full attraction builds from foundation to commission-ready, ensuring structural accuracy, ride integrity, and operational readiness.
- **Strategic Relocation & Removal:** Leads the dismantling, transport, and reassembly of rides, helping parks optimize layout and extend asset value.
- **Turnkey Maintenance Department Support:** Provides on-site leadership during off-season closures—including one recent engagement where he developed a full maintenance plan, trained staff, and rebuilt a park's maintenance department after a leadership transition.
- **In-Season & Off-Season Coordination:** Works closely with park teams to align construction and maintenance scopes with operational calendars and guest schedules.
- **Deep Mechanical Expertise:** Applies decades of hands-on experience to guide field solutions, troubleshoot issues, and ensure proper installation of complex ride systems.

These contributions reflect Baynum's commitment to providing expert, adaptable support across every stage of a ride's life—construction, operation, and beyond.

