



## 5 Tips To Introduce New Tech To Construction Teams

People do not like change.

And when leadership wants to introduce a new tool, software, or idea to help improve the workflow—not every employee will be jumping for joy.

Traqspera has put together five simple tips to help you drive the adoption of new technology and processes with your employees.

### **Start By Calling A Meeting**

Call a meeting to introduce the new technology to the team before you begin any implementation of the new technology. This can be a formal sit-down meeting or part of a casual toolbox meeting. Focus on conveying the problem that implementing the new tech solves; the real value, rather than allowing employees to feel that the technology is being implemented for fun or on management's whim. This makes it easy for you to explain what is going on, ask for feedback that might change the technology rollout's scope, and make sure

everyone is on the same page moving forward.

## **Give A Demo Before Implementing**

Provide a demo of how the technology works and set clear expectations on how you want your employees to use the technology. Whenever possible, have them go through it with you to work through any issues in real-time. Leaving your expectations open-ended might seem like you're not pressuring your staff or forcing them to use the technology out of the gate but what ends up happening is employees form negative opinions and form biases based on their own incomplete experiences.

## **Talk About The Benefits For Them Vs. The Company**

Talk up the benefits to the employee of using the technology rather than the cost and time-saving aspect, which appeals more to the company's owners. For example, if you add a digital timesheet application, the employee's biggest benefit is not more accurate timesheets; it's getting paid correctly and on time. Rather than let your employees believe that the new technology will drag them down, prove that it will make their life easier. And if you make it about benefiting their day-to-day and their pay, employees will be much more motivated to adopt new technology.

## **Get Input From Your Employees**

Ask for input from your employees openly, and ask them if they have any concerns to squash any fears they may have sincerely and honestly. For example, see if they have any suggestions on what they would prefer from an implementation point of view, they may have suggestions you overlooked or wouldn't think to add into the workflow. When you include your employees in the process, they are more likely to get on board with the technology.

## **Follow Up After Rollout**

Ask for feedback after your employees have used the technology for some time, and consider implementing it. During this time, you will want to see what is and isn't working for your employees. While you hope that everything is going as planned, you never know what you will hear. Let your employees know that you will follow up with them later when you first roll out the new technology.

Although it can be challenging to get employees on board with new technology, you can take some basic steps to get them in the right frame of mind. It will take some time for new

technology to become second nature to your workers. This is why you should regularly ask for feedback and look for ways to make positive changes.

As a business owner, one of your core roles is to ensure business continuity and increase the efficiency of the day-to-day procedures of the business. While it may seem unnecessary to get employee buy-in on technology changes, it's important. People will be more receptive to change if you communicate with them early and often. Their willingness to comply with your team will help keep your company safe and productive.

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To learn more about Traqspera and how our technology can help streamline your construction business, contact us today to set up your no obligations demo or just chat with a member of our team.

Traqspera provides users with an easy-to-use, easy-to-learn application that empowers the day-to-day operations of any worksite where crews work independently of the office staff. By eliminating spreadsheets, paper records, emails, and most importantly, the wasted time and headaches of tedious activities like billing and payroll at the end of each month.

Unlock the power of having real-time job costs, budgets, hours, and project progress at your fingertips with Traqspera.

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