

E-book

Challenges in Construction

Bridging the generational technology gap
and selecting the tools to take you forward

Sage



Together we're stronger

As construction firms tackle a competitive and rapidly evolving business landscape, uniting workers of all ages to embrace change together will play a key role in driving sustainable success.

In this e-book, we discuss bridging the generational technology gap and how businesses can successfully adopt new technology tools to grow and thrive in the years to come.



What we'll cover

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Bringing in fresh perspectives

Sparking innovation

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The state of the divide

With an increase in remote work and a heavy reliance on digital communication, today's workplace is technology driven. Yet many construction firms feel a divide, as some workers embrace new technologies while others are stuck in old ways of working.

This pushback can happen among workers of all ages, and is influenced by factors such as being exposed to technology, attitudes towards innovation, and different learning styles and choices.

To remain competitive in this era of automation, it's important to bring in fresh perspectives while also strengthening ties between generations, so people can support each other to build their skills and drive the business forward.



Bringing in fresh perspectives

It's easy to continue doing things the way they've always been done. But is that comfort zone actually a danger zone for future performance? Sometimes it can help to have an outside perspective. One way to get that is to bring in new, diverse talent.

For family-owned businesses, growing the team often includes bringing in the next generation of workers. In fact, bringing in talent early in their careers is a strategy that can benefit all construction businesses.

Looking beyond the typical talent pool can help build a more tech-forward team. Embracing different personal and professional backgrounds will bring diverse skillsets and help foster a culture of inclusivity and innovation.



Sparking innovation

Historically, the construction industry has been known to adopt new technologies slowly.

Fresh talent can help spark innovation in traditional practices. Early-in-career workers and those with tech-focused backgrounds are often able to make use of cutting-edge technologies to streamline processes, enhance safety, and optimise project outcomes.

Newcomers to the industry, particularly with backgrounds in sustainability, environmental science, and renewable energy, can offer fresh ideas on sustainable materials, reducing waste, and minimising the carbon footprint of construction projects—a distinct advantage as greener building practices become more widespread.





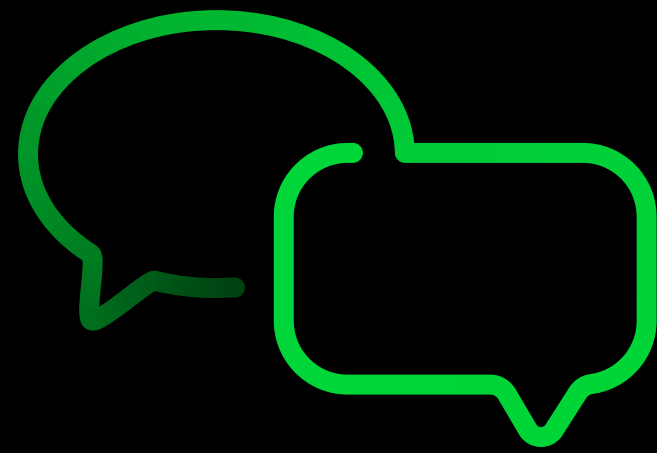
Finding common ground

Finding common ground among generations of construction workers is essential for improving collaboration, boosting productivity, and ensuring project success.

While the unique views of different generations should be celebrated, change can be challenging. It's important to acknowledge that there may be pushback as new ideas, technologies, and processes come into effect.

There are several ways businesses can promote a culture that supports teams to see eye-to-eye and embrace change together.

Finding common ground

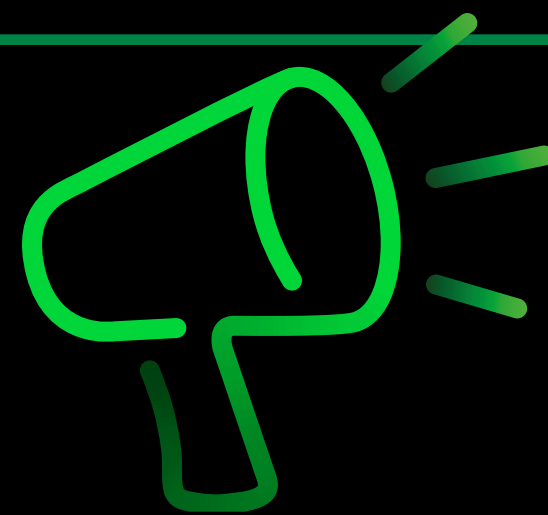


Support knowledge sharing and mentorship

Each generation offers unique skills, experiences, and perspectives. Knowledge sharing and mentorship programs are great ways for experienced and younger workers alike to share experiences, insights, and expertise.

Encourage clear communication

Establish clear channels for open, honest conversations. Encouraging constructive feedback, active listening, and collaboration gives everyone a chance to contribute ideas and insights. It also helps minimise misunderstandings and conflicts, leading to a more productive environment.



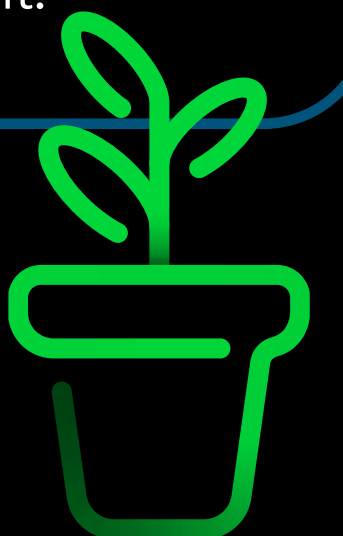
Focus on shared goals

While specific objectives may change, every successful construction business has a shared purpose of delivering high-quality projects safely, on time, and within budget. Reminding teams of their common goals can help workers overcome differences and pull together to drive progress.

Embrace a learning mindset

The construction industry is constantly changing. It's important to evaluate processes regularly to adapt and thrive.

This ensures the business can flex to adjust strategies, methods, and resources to meet new challenges and take effective advantage of opportunities. Having a continuous improvement mindset can also help companies identify inefficiencies and areas for improvement.



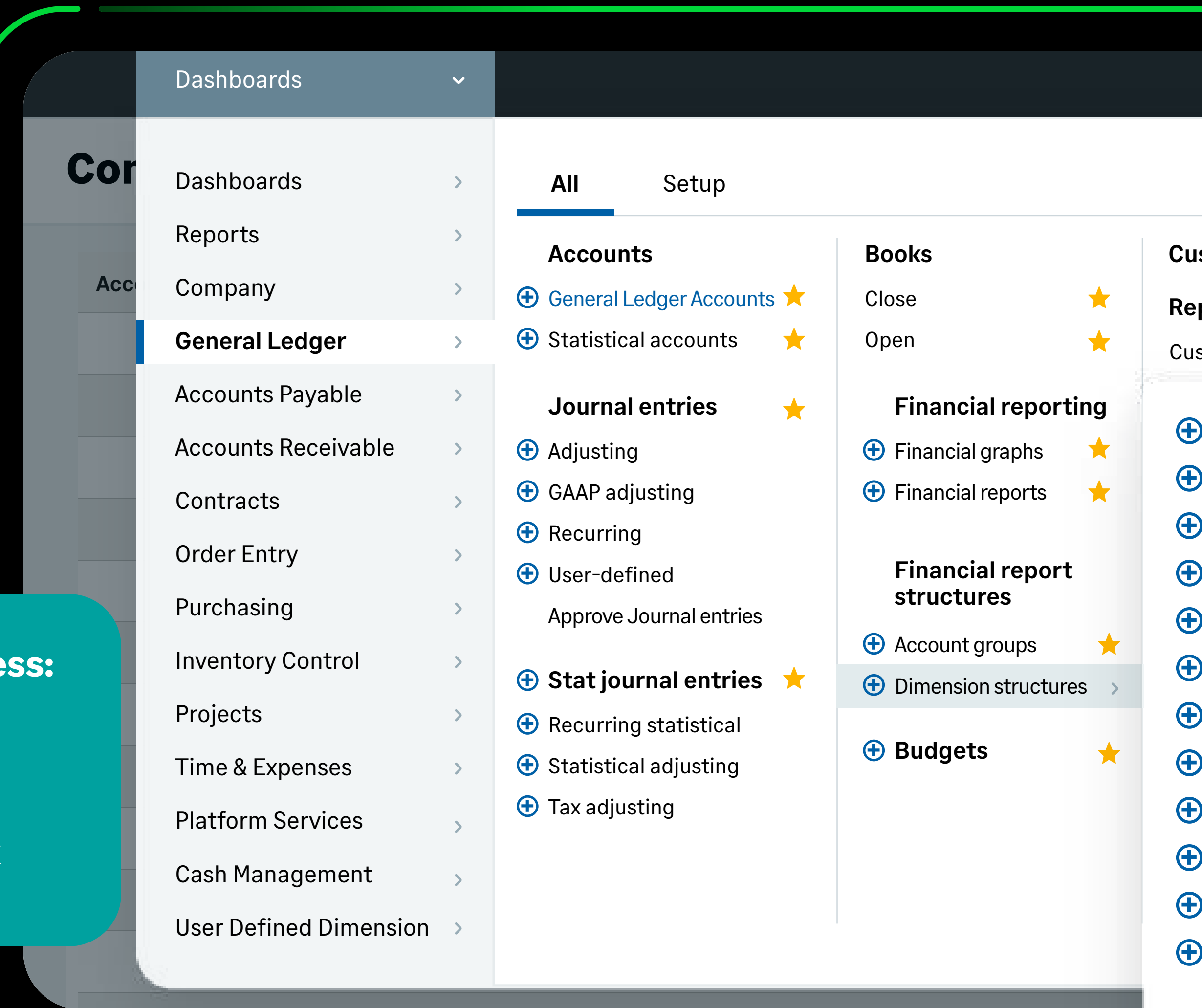
The right tools for your team

Having the right tools is essential in construction, whether that's your site equipment or the technology that helps bring projects to life and deliver better outcomes.

So how can you ensure you're utilising the best technology for your business?

Follow our three steps to success:

- **Step 1:** Identify business needs
- **Step 2:** Research new software
- **Step 3:** Evaluate your tech stack



Step 1: Identify business needs

Determine why the business is seeking to adopt new technology, and what you're hoping it will achieve.

Questions to consider include:

- What are the current business issues?
- Which processes are still done manually?
- What are the gaps in the existing solutions?
- What are the biggest pain points with existing technology?
- What does the new software need to do well?
- What are the biggest priorities in the next year? Five years?

These considerations will help distill a better understanding of the business priorities, and a natural list of technology needs will follow.

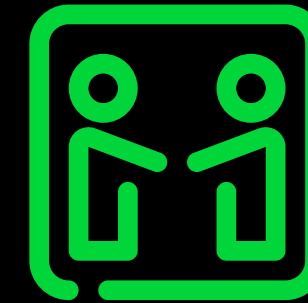


Step 2: Research new software

Whether it's for financial management, operations management, or preconstruction, it's important to research options and shortlist potential technology providers.

Proper research will help ensure the software is a good fit.

In addition to features and functionality, consider criteria such as:



Supplier's reputation



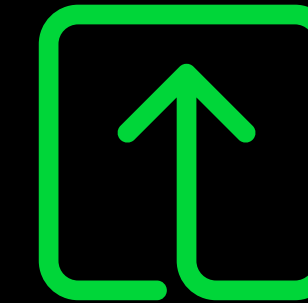
Integrations with other software



Support



Security



Uptime



Implementation and training

Many providers offer free trials or demos of their products, allowing businesses to evaluate functionality and suitability.

Decision-makers can also seek recommendations from peers, colleagues, and industry experts, and user reviews, ratings, and testimonials can offer additional insights.

Step 3: Evaluate your tech stack

Technology is constantly evolving, so it's important to stay informed about the latest developments and regularly evaluate your software's capabilities.

Consider subscribing to industry publications, online forums, and newsletters to stay informed about new construction tools and software platforms. You can subscribe to the Sage Advice newsletter [here](#).

Conducting a regular technology audit can help assess whether existing tools and systems are continuing to meet your needs, or whether upgrades or replacements may be necessary to optimise performance. Consider factors such as efficiency, reliability, ease of use, and compatibility with current workflows.

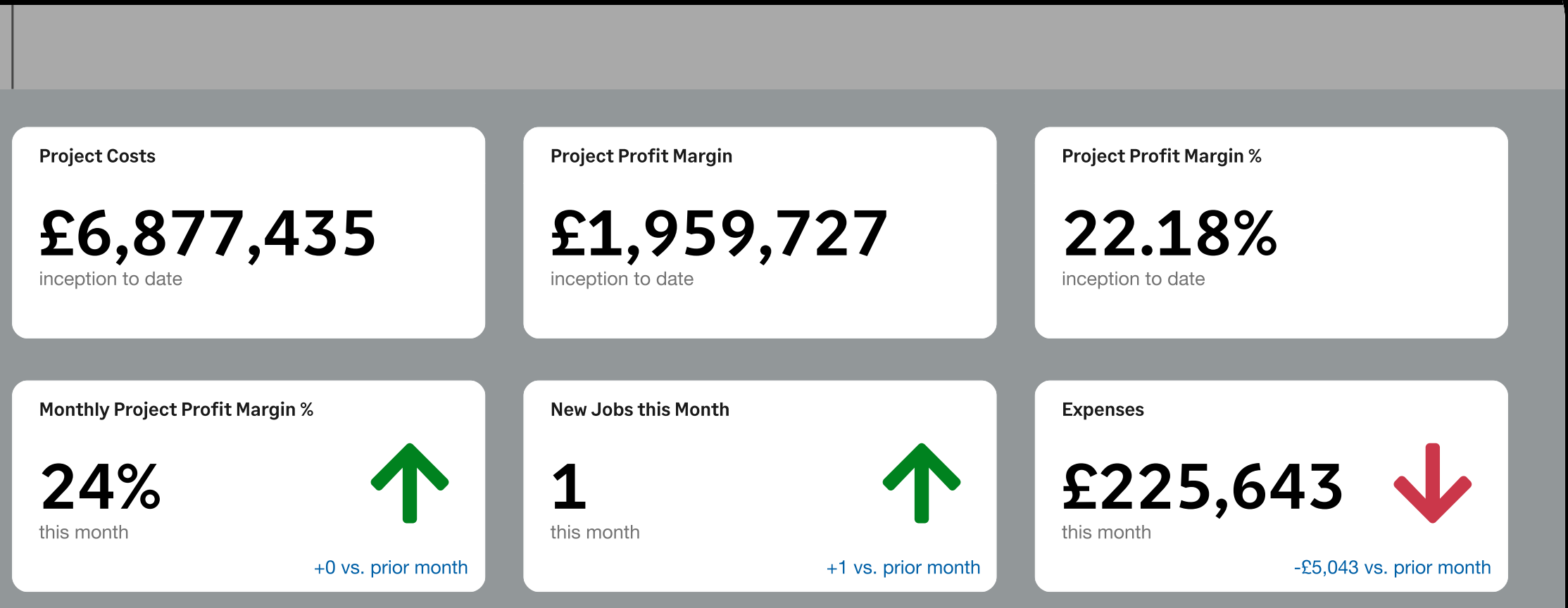


Plan for success

Implementing new technology takes a significant investment in time and resources. Proper planning and collaboration can go a long way toward ensuring the best possible return on that investment.

Engage key stakeholders, including end users, leadership, back-office staff, teams in the field, and subcontractors, early in the process.

Their input is essential for defining what's needed and identifying areas for improvement. Plus, having their buy-in throughout the project will help ensure a smoother transition to the new system.



Original Contract	Approved Changes	Contract Total	Budget/Estimate	Est Gross Profit	Est Profit Margin%	Commitments	Total Billings	Total Cost	Gross Profit	%Spent	%Billed	Profit Margin%
504,000.00	5,310.00	509,310.00	432,756.54	76,553.46	15.03%	208,097.73	504,000.00	410,249.57	93,750.43	94.80%	93.96%	18.60%
5,668,300.00	986,980.00	26,655,280.00	22,900,033.42	3,755,246.58	14.09%	21,133,000.00	21,559,463.00	17,652,580.58	3,906,882.42	77.09%	80.88%	18.12%
1,244,800.00	26,000.00	1,270,800.00	1,103,591.99	167,208.01	13.16%	959,250.00	1,244,800.00	1,054,979.77	189,820.23	95.60%	97.95%	15.25%
950,075.00	17,500.00	967,575.00	831,741.67	135,833.33	14.04%	520,408.30	889,775.00	658,657.46	231,117.54	79.19%	91.96%	25.97%
174,400.00	0.00	174,400.00	143,514.54	30,885.46	17.71%	78,200.00	37,829.16	139,520.41	(101,691.25)	97.22%	21.69%	(268.82)%
322,110.00	0.00	322,110.00	284,139.37	37,970.63	11.79%	111,980.00	162,380.50	117,284.78	45,095.72	41.28%	50.41%	27.77%
8,998,200.00	0.00	158,998,200.00	141,686,569.00	17,311,631.00	10.89%	119,189,150.00	38,514,985.00	36,153,285.21	2,361,699.79	25.52%	24.22%	6.13%
525,000.00	0.00	525,000.00	450,000.00	75,000.00	14.29%	0.00	0.00	0.00	0.00	0.00%	0.00%	0.00%
8,000,000.00	0.00	18,000,000.00	14,500,000.00	3,500,000.00	19.44%	0.00	0.00	0.00	0.00	0.00%	0.00%	0.00%
10,829,898.00	0.00	200,829,898.00	170,631,307.23	30,196,590.77	15.04%	141,828,500.00	35,774,925.48	30,284,544.85	5,490,380.63	17.75%	17.81%	15.35%
3,467,880.00	0.00	3,467,880.00	3,199,733.45	268,146.55	7.73%	2,550,100.00	2,655,336.00	2,236,739.96	418,596.04	69.90%	76.57%	15.76%
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0.00	0.00	0.00	19,358,666.81	(19,358,666.81)	0.00%	0.00	0.00	0.00	0.00	0.00%	0.00%	0.00%
5,751,858.19	0.00	15,751,358.19	14,319,871.09	1,431,487.10	9.09%	13,583,600.00	830,103.71	762,104.88	67,998.83	5.32%	5.32%	15.76%
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73,740,841.19	1,035,790.00	474,776,631.19	433,952,180.27	40,824,450.92	8.60%	337,801,161.03	107,107,567.85	93,355,024.72	13,752,543.13	21.51%	21.51%	15.76%

Setting expectations

It's important to set reasonable expectations when introducing new technology. Just like any construction project, a software implementation should follow a well-thought-out plan, complete with a realistic timeline.

Be mindful that there will be a transition period, during which workers will be learning the new system while at the same time maintaining current workflows and activities.

Don't rush the process—proper training for your team is essential to success.

The right technology can help you streamline operations, increase efficiencies, and improve your bottom line, so taking the time to find and implement the best fit is well worth the investment.



Your essential foundation

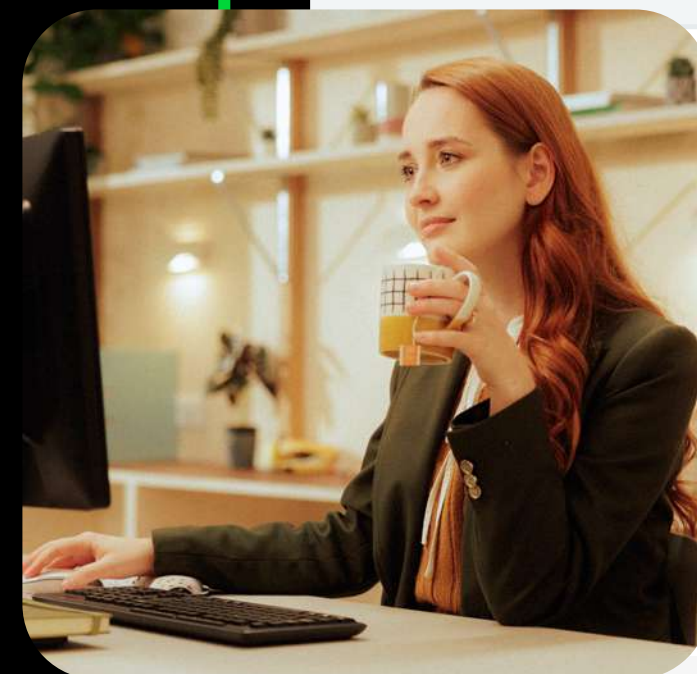
When growing a successful construction business, people must always come first. Building on a solid base of mutual respect, support, and empowerment can go a long way towards attracting and retaining top talent, increasing client satisfaction, and delivering high-quality projects.

And as technology plays an increasingly vital role in streamlining systems and equipping teams to perform at their best, it's more important than ever for construction firms to utilise the best platforms available to them.

Built on the bedrock of 50 years' industry experience, Sage for Construction is just such a platform. It contains all the tools you need for next-level success, with preconstruction, operations, and finance software in one package, priced for growing companies.

Your essential foundation for a future-facing business.

[Learn more](#)



Generate Invoices

Add
Delete

All ▼
Manage views ▼

Project contract line ID	Project ID	Item ID	Description	Original price	Revised total
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02--Existing condition and De...	22-00300--Five Oaks Storage	CN002--E...	Existing Conditions and...	1,900.00	1,900.00
03--Concrete	22-00300--Five Oaks Storage	CN003--C...	Concrete	255,000.00	255,000.00
04--	22-00300--Five Oaks Storage	CN004--M...	Masonry	6,400.00	6,400.00
06--Wood Plastics and Comp...	22-00300--Five Oaks Storage	CN005--W...	Wood Plastics and Com...	26,500.00	26,500.00
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16 <input checked="" type="checkbox"/>		31--Earthwork	22-00300--Five		10,500.00





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