

Evaluating Emerging Technologies

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Dork-Cast STEEL OF CONSULTING

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This session is eligible for 1 Contact Hour.

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- Have your badge scanned at the door
- Attend 90% of this presentation
- Fill out the online evaluation for this session

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Connected Tools

Software

Hybrid category

Robotics / Equipment

ChatGPT

What is Emergent Technology

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Reasons to be early...

- Competitive advantage
- White space advantage
- Product impact / influence
- Better process competency
- Extends reach for future innovation
- Builds antifragility
- Establishes market leadership

Why not wait?

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How do you talk tech when you do not know the language?

- Think and Talk about new tech as if it were a perspective employee
- Ask questions in human terms
- Refer to jobs not features
- Use Qualities vs Specifics



Don't know what I don't know



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Hiring Process for New Employees

1. Identifying the Need or Opportunity
2. Create the Job Description
3. Advertise the Position
4. Applicant search
5. Collect applicants and Screening
6. Preliminary Interviews
7. Assessment and Testing
8. In-person Interviews
9. Reference Checks
10. Offer Extension
11. Negotiation
12. Onboarding Process
13. Probationary Period (Paid)
14. Review and Feedback

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Evaluation



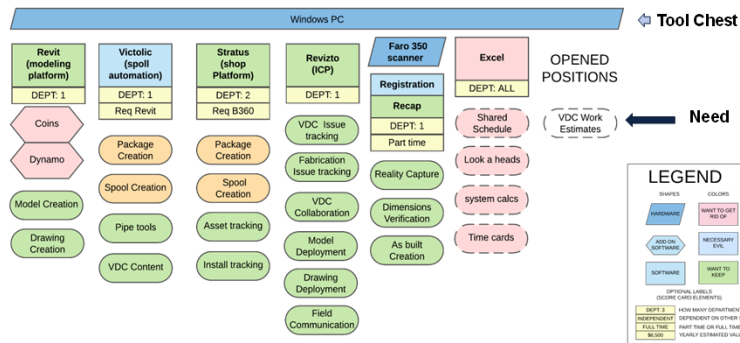
You NEED a Process !!!



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VDC

Work Group



Identifying the Need



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Looking for

- Full-time vs Part-time
- Experience level desired
- Good references
- Core competency's
- Honest and reliable
- Pay scale
- Level of independence****

Need to avoid

- Pain to work with
- Bad / Good cultural fit
- Moonlighting / Reporting to others
- Wastes time with others
- Overqualified
- Attendance record
- Toxic employee



Tech Resume

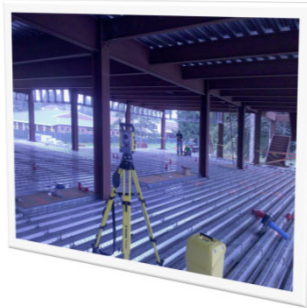


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Need a New Point Layout Solution

Leaning towards a printer

- They have a lot of work that is done after the pour
- They are getting asked to layout for others
- They saw a Demo of the HP layout equipment at AU last year



Existing solution:

- Two Total Stations
- Four layout technicians (3 Field, 1 Office)
- Primarily commercial work
- All work is Modeled
- They have a mature BIM/VDC department



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Job Description

Applicant to provide on-slab markings to indicate layout locations for, conduit, hangers, equipment pads, and walls based on provided CAD or Model files.

Requires:

- Full-time: 8 hours a day, 5 days a week
- 3 years experience
- 3 references
- Competent in interior MPE and Architectural layout
- Able to work directly with Revit
- Accurate to 1/8" and able to check its own work
- Able to work in hot and moist environments, possible wet floors (no rain)
- Pay scale \$75-100k buyout with \$10K max maintenance a year
- Requires no more than one operator

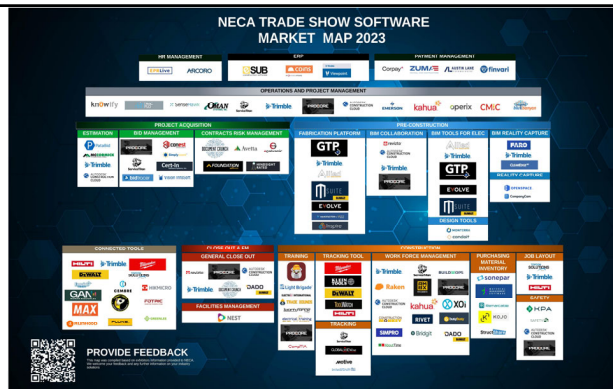


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NECA TRADE SHOW SOFTWARE MARKET MAP 2023



Tech Job Fair



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Alternate Approach




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Requires:



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- 3 years experience ✗
- 3 references ✓
- Competent in interior MPE and Architectural layout ✗
- Able to work with Revit ✓
- Accurate to 1/8" ✓
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- Able to work in hot and moist environments, possible wet floors (no Rain) ✓
- Pay scale \$75-100k buyout with \$10K max maintenance a year ✗
- Requires no more than one operator ✗

Rugged Robots HP SitePrint




Dusty Robotics


Candidates for a layout solution

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Dusty Robotics

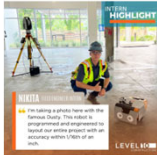


Rugged Robots



HP SitePrint





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Looking for a layout solution

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Common Misconceptions

- If it works for others, it will work for me
- Needs to do everything before it can do anything
- Too expensive
- We can already do that
- It's the product not us
- My people are too _____ to use that
- I do not have time for new technology




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Complete the Online Evaluation






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