

HOW IS WORK RELATED TO TMF GENERALLY PERCEIVED?

Importance Being Overlooked	Workload Spikes	Process Ambiguity	Own Up to Others' Mistakes	Monotony of Work
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KCR is Decoding TMF Culture and Engagement

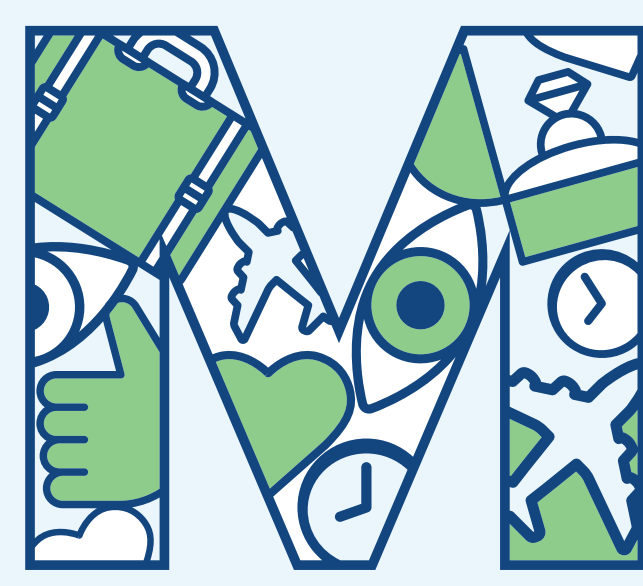
Showing why TMF is a big deal to keep a study running smoothly, especially with our unique management style and cohesive culture.



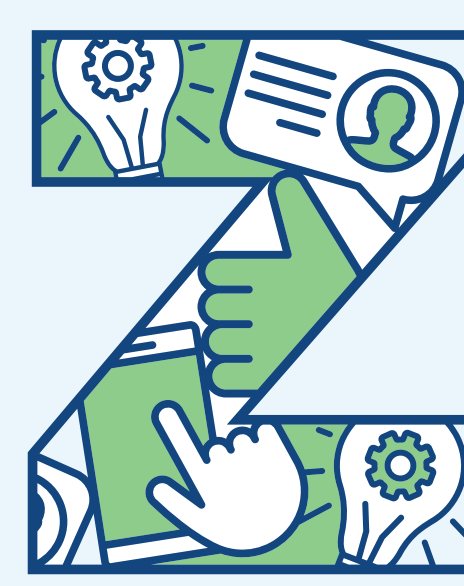
Baby Boomers
(1946-1964)



Generation X
(1965-1980)



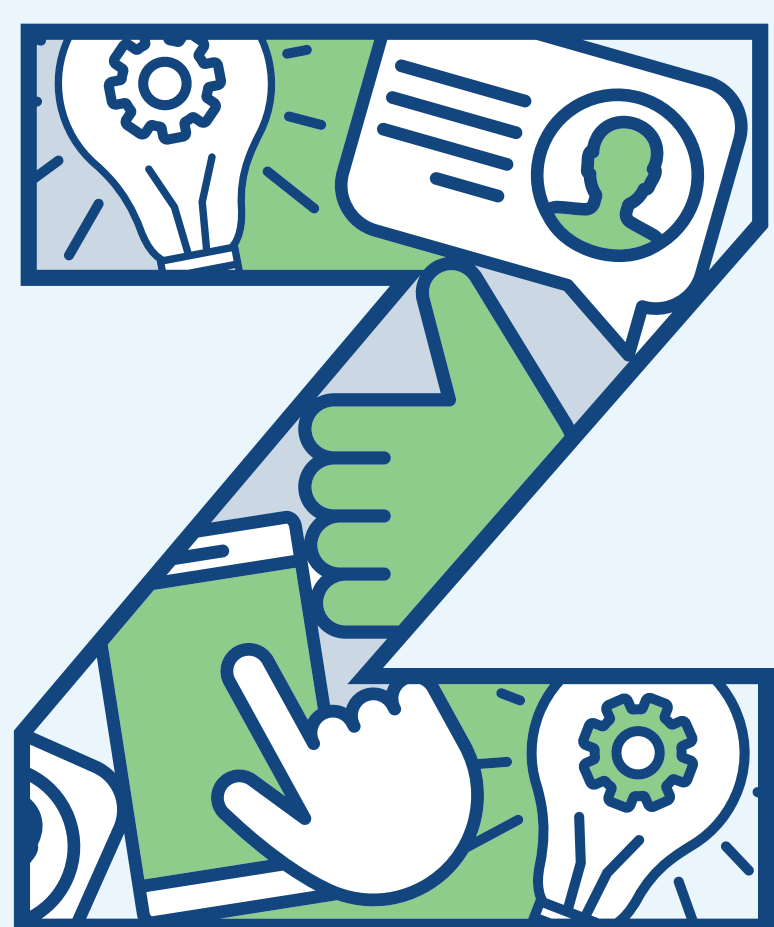
Millennials
(1981-1996)



Generation Z
(1997-2010)

Provision of professional development opportunities customized to meet the needs and expectations of each generational cohort.

GENERATION



EMPLOYEE MANAGEMENT STRATEGIES

Let them take risks	Respect their time	Be creative with time worked
Let them do it their way	Give them a challenge	Reward them with training offers
Know what motivates them	Help them learn and grow	Create a values-driven workplace
Make them part of a team	Make them feel valued and supported	Provide flexibility
Set concrete goals	Work-life balance	Mental health support
Focus on diversity, equity & inclusion	Use tech tools	Offer upskilling opportunity

TEAM ENGAGEMENT

TMF Review TMF Completeness Procedural Compliance TMF Audit TMF Storyboarding	TMF Leads Study Oversight	Training Team Interdepartmental Training Delivery Training Material Preparation	Onboarding New Hires New Roles Peer Buddies
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