

# Memorandum



**Date:** February 19, 2008

**To:** M DPR Employees

**From:** Jack Kardys  
Director

**Subject:** PRIDE

A handwritten signature in black ink, appearing to read "Jack Kardys", written over the printed name and title.

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At the last Supervisors' Meeting, held on January 30, 2008, a renewed focus on our culture here at Miami-Dade Park and Recreation (MDPR) was introduced; a culture we are referring to as PRIDE (Park & Recreation Improving the Delivery of Excellence). PRIDE is about a "Passion for Excellence" that drives us to be the best and defines the culture of how we conduct business at MDPR. To be the best and to stay there requires a belief that no matter how good our organization is it can always be better.

So to sustain this culture of continuous improvement, various programs/campaigns are being developed that will debut over the course of the next few months, for example, mentoring programs, a PRIDE Webpage (accessible from home and work), recognition programs, and a PRIDE marketing campaign. The first of these programs, the PRIDE Sterling Leadership Program (SLP) was launched at the last Supervisors' Meeting.

The PRIDE SLP is an exciting leadership opportunity designed to identify, mentor, and develop employees who are interested in participating in future leadership of the Department. Any MDPR employee can apply, and as a reminder, this program is very competitive and selection of employees will be limited. Those selected will be expected to complete their jobs and work additional hours, up to 16 hours monthly, on various projects that are at the core of MDPR's mission. If you want to participate in this program or would simply like to know more, you can download a copy of the application by going to the Park's Tree and clicking on the "Administration" folder, then "Human Resources" and then "PRIDE." The deadline to apply for the PRIDE SLP is February 29, 2008. For additional information, or if you do not have access to the Park's Tree, call Juan Armas, Manager, Training & Development at 305-755-7866.

I encourage all of you to accept the challenge of PRIDE, and strive to be the best through continuous improvement and settling for no less than excellence.