

P.R.I.D.E.

Park & Recreation Improving the
Delivery of Excellence



P.R.I.D.E.

Do we at MDPR have
competition?

P.R.I.D.E.

Do we have a competitive
advantage?

P.R.I.D.E.

How can MDPR maintain
a competitive advantage?

P.R.I.D.E.

What is the perception that the public has about MDPR? And, are you proud of that perception?

What is P.R.I.D.E.?

- PRIDE is about the culture of how we conduct business at Miami-Dade Park & Recreation that embraces a “Passion for Excellence”.
- PRIDE is about continuous improvement to maintain a competitive advantage based on excellence.
- PRIDE is about continuous learning to enable us to continuously improve.
- PRIDE is about sharing information with each other so we can continuously learn.
- PRIDE is about being proud of being a part of MDPR which makes us want to share information.
- PRIDE is about yearning to be the best so we can be proud of where we work.
- PRIDE is about a Passion for Excellence that drives us to be the best and defines our culture of how we conduct business.

P.R.I.D.E.

- PRIDE is not a program that comes and goes. It is our culture. However, programs will be implemented to support and promote PRIDE.
- The first of these programs is the PRIDE Sterling Leadership Program (SLP), which we are kicking-off right now.

PRIDE

Park and Recreation
Improving the Delivery of
Excellence



Sterling Leadership Program



Delivering Excellence Every Day

P.R.I.D.E. SLP

- PRIDE SLP is an exciting leadership opportunity designed to identify and develop employees who are interested in participating in future leadership of the Department by being mentored to become ambassadors to participate and contribute to critical Department-wide initiatives.

P.R.I.D.E. SLP

- Employees who are selected to participate in PRIDE SLP will do so over a one (1) year period and will be paired up with someone from Management, who will act as their mentor. This mentor will provide them with coaching and advice to assist them in developing their administrative, management and leadership skills while providing them a better understanding of Department-wide goals. PRIDE SLP participants will be expected to dedicate up to 16 hours per month to work side by side with their mentor.

P.R.I.D.E. SLP

Employees who are selected to participate in PRIDE will contribute to the department's success in various areas. Opportunities include but are not limited to:

- General Obligation Bond (GOB)
- Open Space Master Plan (OSMP)
- Parks Foundation / Dedicated Funding
- Sterling Award / National Gold Medal
- Recreation Plan
- Department Accreditation

Application deadline is February 29, 2008

P.R.I.D.E.

Other planned activities for supporting PRIDE are coming soon, for example:

- A PRIDE Guide
- Promotional Items with the PRIDE logo
- Intranet link to PRIDE information
- Promotional PRIDE video
- A Mentorship Program
- Recognition and Rewards for demonstrating a “Passion for Excellence”
- Leadership Training

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"Passion for Excellence"