**Pasco County Internal Communications**

(Addressing Sterling Category 1)

***Pasco Podcasts*** (Pre-Recorded):

**Objective:** Senior leaders share thoughts, ideas and experiences on how they *lead* in their organization with examples of how they implement the Leadership System.

**Facilitator:** Dan Biles

**Participants:** All BCC Team Members, other public servants, community leaders & media partners **Audience:** All BCC Team Members

**Support:** County Admin., MR&C

**Process:** County Admin. schedules the podcast with MR&C and the participants. Interview questions are presented in studio by the facilitator. MR&C sends the audio recording to several leading podcast platforms, and posts the video on the county’s YouTube channel, other social media platforms, the MyPasco App, Pasco TV, multiple external county webpages and leadership-focused pages on Inside Pasco.

**Timing:** As needed (Goal: Monthly)

***Ask Me Anything (AMA)*** (Live)**:**

**Objective:** Demonstrate openness and transparency by providing direct access to the County Administrator through a live question and answer session.

**Facilitator:** Dan Biles

**Participants:** Dan Biles

**Audience:** All BCC Team Members

**Support:** IT,County Admin., MR&C

**Process:**  County Admin. notifies BCC Team Members of date and time of event, as well as the process for questions to be submitted by team members from any part of the organization, ahead of the broadcast or during. The facilitator determines the grouping and order of responses. The AMA is broadcast live and recorded for playback by those who can not attend live.

**Timing:** Quarterly or better

***The Pasco Picture Town Hall*** (Live)**:**

**Objective:** Provide organizational news and information historically delivered through Quarterly Branch Supervisor’s meetings. Items should be of interest or value to the organization overall., i.e., good news items, need to know information like new/changes to policies or procedures, upcoming events, etc.

**Facilitator:** Dan Biles

**Participants:** ACAs (Plus FR & OPM), SMEs as required

**Audience:** All Supervisors (who would normally attend Branch Quarterlies)

**Support:** IT,County Admin., MR&C

**Process:** County Admin. notifies participants of date and time of event, as well as the process to submit content items. Each branch submits an outline of items to be presented. The facilitator approves content and the order of presentation. Supervisors can interact and ask questions of any participant. The Pasco Picture is broadcast live and recorded for playback by those who can not attend live.

**Timing:** Quarterly

***Inside Pasco*** (Pre-Recorded):

**Objective:** Focus on *how* we are getting things done across the organization. How we determine the body of work required to achieve our mission and levels of service; how we focus on achieving our action plans that align to the Strategic Plan; how we measure, report, and improve our performance.

**Facilitator:** Marc Bellas

**Participants:** ACAs, Department Heads, SMEs, External Guests

**Audience:** All BCC Team Members

**Support:** Sterling Implementation Team,OPM,MR&C

**Process:** County Admin. notifies participant(s) of date and time of event. Facilitator provides interview questions to the participant(s) ahead of time. The interview is conducted in the MR&C studio in the EOC. The recording is made available via the county’s YouTube channel with links on performance-focused pages of Team Pasco.

**Timing:** Quarterly or better