Paid, Owned and Earned Media (P.O.E.M.) Framework

Media Type	Definition	Examples	Role	Benefits	Challenges
Paid media	You pay to leverage a channel	 Advertising in any medium, e.g., print, broadcast or digital Paid search Sponsorships 	Shift from a foundation to a catalyst that feeds owned and can stimulate earned media	 On demand Immediacy Scale Control of message 	 Clutter Declining response rates Poor credibility
Owned media	You own and control the channel	 Website Mobile site Blog Corporate brochures, sell sheets, etc. Promotional items 	Build for longer-term relationship with existing and potential customers, and earned media	 Control Cost efficiency Longevity Versatility Niche audiences not reached by major media outlets 	 Company communication not trusted Takes time to scale No guarantees
Earned media	You reach out and interact through third-party channels	 PR in traditional media outlets Twitter account Facebook page YouTube channel Flickr account Word -Of-Mouth, Buzz or 'Viral' 	Two-way information flow between company, customers, and between the various media types. Talk, listen and respond – earned media is often the result of well-executed and well coordinated owned and paid media.	 Most credible Increasingly key role in most sales Transparent and lives on Cost efficiency Versatility Organizational learnings Humanizes organizations 	 Little or no control Can be negative Takes time to scale Can be hard to measure

