

As prepared for delivery

**Commissioner Cynthia Brann
Promotion Ceremony Remarks
June 7, 2018**

- Thank you Bishop Brown for the kind introduction
- Good morning to our promotees, DOC staff, family, friends and distinguished guests, including the family of the late Correction Officer George Motchan, the namesake of this facility.
- Welcome to DOC's promotion and appointment ceremony
- It is truly an honor to be standing here as your Commissioner, able to celebrate your outstanding achievements
- I'd like to take a moment to acknowledge all of the family members and friends here today who have come to share in this joyous occasion. I suspect that without their continuous love, support and often tested patience and understanding, you would not be where you are in your careers.
- Family and friends- know that with these promotions, comes added responsibilities, longer hours and more time away from home. We recognize how hard that is on all of you. Words really cannot begin to express how much we appreciate your ongoing support that in the months and years ahead, will allow them to continue to do what they do best.

- Let's please give your support network a big round of applause

- It has been said that people don't get promoted just for doing their job really well. They get promoted for demonstrating their potential to do more.

- To our newest leaders - **This is YOUR time!**

- By taking this BOLD step in your career, you have shown not only your potential, but your willingness to take on all of the challenges you will encounter along your leadership path....and there will be many

- Challenges can be stepping stones or stumbling blocks, it is just a matter of how you choose to see them.

- **Choose wisely**, because our future depends on it.

- You will be asked to:
 - step out of your comfort zone and take risks
 - view the agency and our work through a broader lens
 - *Consider* the implications of your decisions both up and down the chain of command- but be decisive!
 - be a teacher, a coach and a mentor, **but balance patience with accountability**

- You have the perfect opportunity to make a difference.
- Along with half of our staff who have less than 5 years on the job, there will be more than 800 new officers and non uniformed staff entering our jails and divisions in the upcoming weeks and months. They **all** depend on you for guidance and support
- All eyes are watching - so you must role model what it means to be a corrections professional
- I know this sounds daunting, but know that you are not alone
- Every member of the Executive staff has held at least one of the various roles you are now taking on
- We understand you will be faced with new situations, you won't have all the answers and you will make mistakes
- An important component of leadership is the ability to ask for help when you need it, so don't hesitate to do so. It is not a sign of weakness. It's how we learn and hone our skills.
- As your leader, I assure that you that every member of the Executive staff are here to guide and support you. We too will balance patience with accountability but trust that we are committed to your success

- Remember, leadership is not in your title, it is in your actions. I look forward to seeing the positive results of your collective actions.

- Leaders of the New York City's Boldest, Strive to achieve the highest standards of performance each and every day.

- Congratulations and good luck to each and every one of you.