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# (U) DIRgram-397: "Director's Goals for 2005"

**Distribution: Director's Message to the Work Force**

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(U) Each year I try to write down the things on which I most want to focus. These are certainly not all the important things that the Agency needs to achieve but they are those things that, I believe, need the attention of the Director and the senior leadership. They could be problem areas or simply areas where we believe great opportunities now exist. Or they could be areas that are so inherently important that they warrant direct attention. I thought you'd want to see where I intend to put my focus for 2005. Remember: the list is not intended to be exhaustive of all the important things we do or to which we must tend.

1. (U) As an integral participant, continue to prosecute all aspects of the global war on terrorism (in both its foreign and domestic dimensions) while enabling U.S. forces in Iraq to reach a tipping point of increased stability and democracy, overcoming terrorism and violence.

2. (U) Integrate, mainstream, and expand all types of network warfare activity to the limits of law, policy, and technology.

3. (U) Execute phase one of the NSA build out: begin to re-capitalize infrastructure; modernize IT; adjust the military-civilian mix; provide for mission assurance; secure our workforce
and facilities; prepare for mission realignment.

4. (U) Pursue speedy transformation in our key acquisition programs with greatly increased emphasis on near term deployment of tools and capabilities to NSAW, the extended enterprise and fielded forces with firm, mid-term spiral developments to follow.

5. (U) Restructure and consolidate our IT organizations, moving to "near mission" status as an assured enabler of a global, self-aware, self-synchronizing cryptologic network.

6. (U) Play a powerfully constructive role in Intelligence Community reform as a leader in national and DoD intelligence.

MICHAEL V. HAYDEN
Lieutenant General, USAF
Director

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