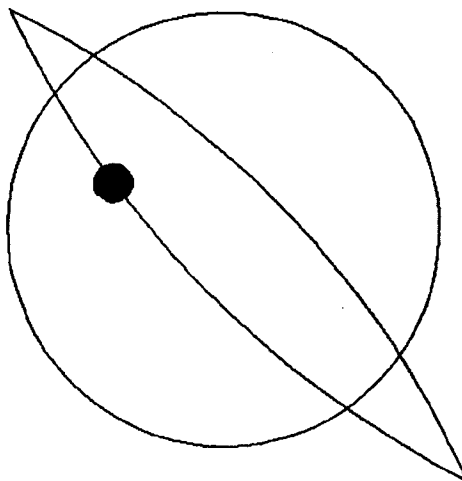
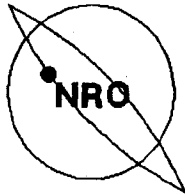


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NATIONAL RECONNAISSANCE OFFICE



Restructuring Overview



GOAL

-Adapt NRO to changes in environment

--Preserve strengths

--Overcome shortcomings

--Emphasize national-level focus

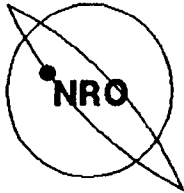
--Implement required changes

*- Program Office
NRO Summit*

*- Program
interface including*

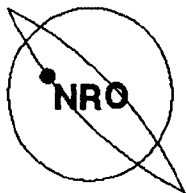
↓ military

DO something



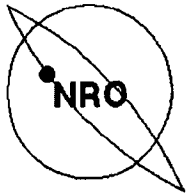
IMPLEMENTATION TEAM CHARTER

- Describe a restructured organization for the NRO that includes cross program planning and analysis, focused user support, and consolidation through collocation**
- Develop initial tasking/direction to implement required changes**
- Explore associated issues and include tasking to resolve open questions**



TEAM COMPOSITION

Integration Efforts					
BGen. Hard					
Ltc [REDACTED] Ltc [REDACTED]					
Support					
Capt [REDACTED] Capt [REDACTED]					
Planning & Analysis	User Support		Implementation Planning		
<p>Mr. Jeff Harris Lt. Col. [REDACTED] Col [REDACTED] CDR [REDACTED]</p>	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; padding: 5px;"> <p>Mr. [REDACTED] CDR [REDACTED] Mr. [REDACTED] Ltc [REDACTED] CDR [REDACTED]</p> </td> <td style="width: 50%; padding: 5px;"> <p>Mr. [REDACTED] Mr. [REDACTED] Mr. [REDACTED] Mr. [REDACTED] BGen. Meir</p> </td> </tr> </table>		<p>Mr. [REDACTED] CDR [REDACTED] Mr. [REDACTED] Ltc [REDACTED] CDR [REDACTED]</p>	<p>Mr. [REDACTED] Mr. [REDACTED] Mr. [REDACTED] Mr. [REDACTED] BGen. Meir</p>	<p>Col [REDACTED] Mr. Roger Marsh CDR [REDACTED] Col [REDACTED] Col Jim Mannen Mr. [REDACTED]</p>
<p>Mr. [REDACTED] CDR [REDACTED] Mr. [REDACTED] Ltc [REDACTED] CDR [REDACTED]</p>	<p>Mr. [REDACTED] Mr. [REDACTED] Mr. [REDACTED] Mr. [REDACTED] BGen. Meir</p>				



APPROACH

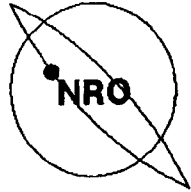
Teams responded to tasking:

- Detailed descriptions of new Directorates**
- Development of alternatives/exploration of issues**
- Delineation of implementation tasks**

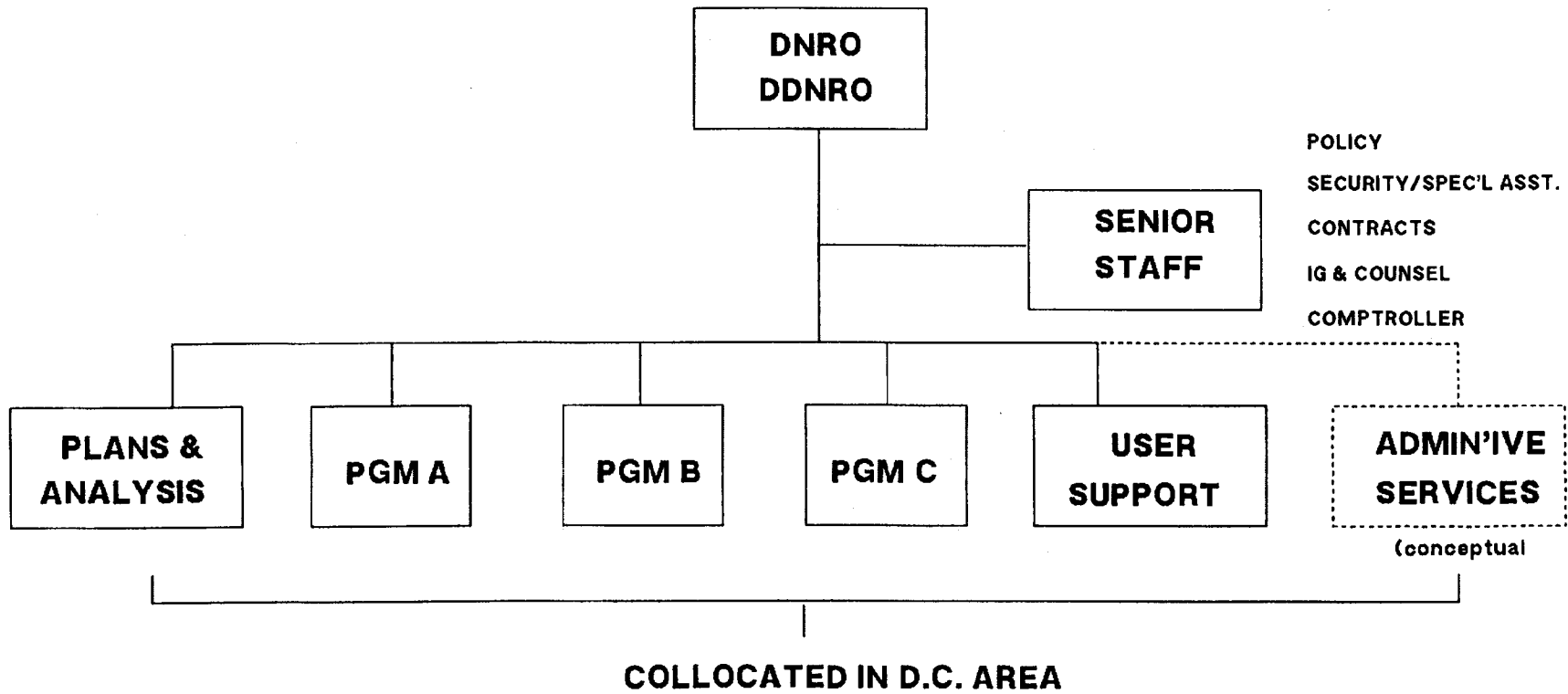
**Team leader selected recommended approach
and associated direction**

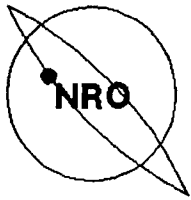
Ongoing review by team, Pgm Directors, and DNRO/DDNRO

Modifications negotiated during review



RESTRUCTURED NRO





Plans and Analysis Directorate

Support Group
-Procurement
-Admin
-Budget

Research and Development Group

Simulation and Model Development Group

Mission Analysis Group

Plans Group

general prog. offices

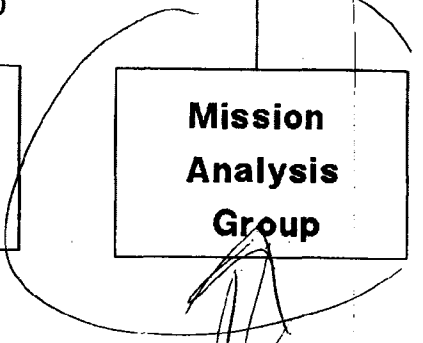
*7/10/04
Conceptual*

PAORG

*revolutionary
concepts
18 year old
if works better
issue is scope
not concept*

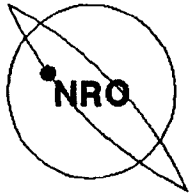


*Phy A wants
this handed back
to programs*



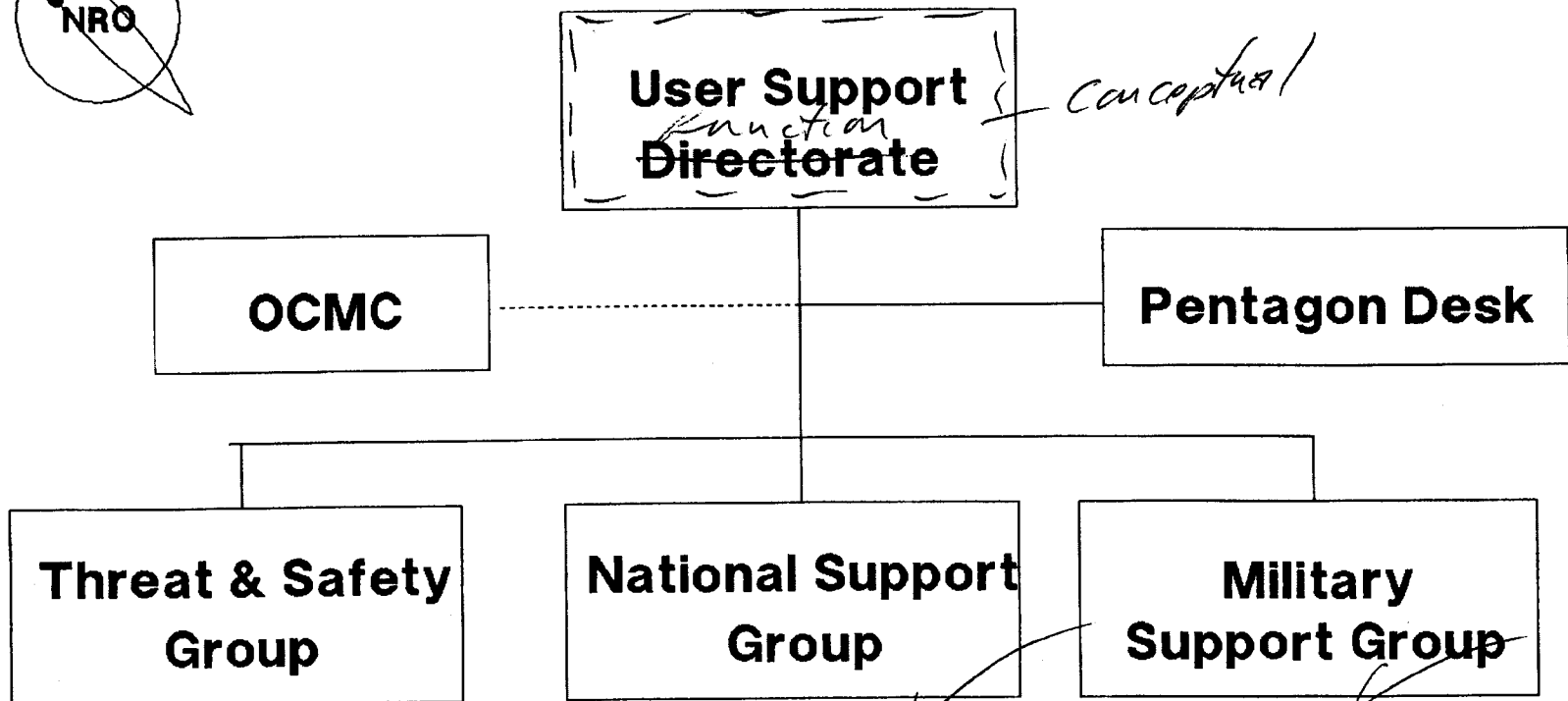
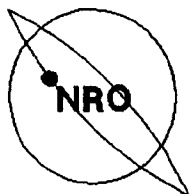
STOS

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PLANS AND ANALYSIS DIRECTORATE

- Develop an integrated, responsive, coordinated architecture for overhead reconnaissance capability**
- Coordinate, plan, budget, & execute all NRO R&D**
- Develop coordinated cross-program analyses in support of long range architecture**
- Acquire and maintain configuration control of models and simulators for Mission Analysis**

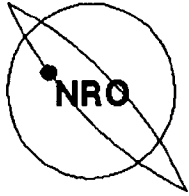


*Program office
interactions with
users*

*NFIC decision process
enhanced through this
function*

*DRAP not structured
Review Group
perception that NRO numbers
results in DRAP exercises more keep.*

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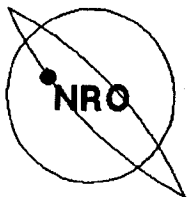


USER SUPPORT DIRECTORATE

-Provide focused interface for improved user support

--National users

--Military users

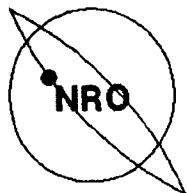


SENIOR STAFF

-Senior policy advisors to DNRO

- Inspector General**
- Comptroller**
- Chief of Contracts**
- Policy Advisor**

- General Counsel**
- Director of Security**
- Special Assistant for Security**



ADMINISTRATIVE SERVICES ELEMENT CONCEPT

Candidate
-~~Centralize~~ those aspects of support that are common
to all NRO elements

--~~Personnel~~

--~~Communications~~

--~~MIS/Computers~~

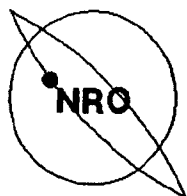
--~~Depot~~

--~~Airlift~~

--Civil Engineering

--Travel Support

--Graphic Arts



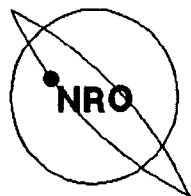
PACKAGE SUMMARY

- Decisions & direction may be influenced by resolution of downstream issues**
- Establishes a vehicle to focus NRO resources for transition process**
 - Retains positive momentum**
 - Involves Program Offices**
 - Provides flexibility to optimize plans**
- Establishes foundation for continued refinement & optimization of restructured organization**



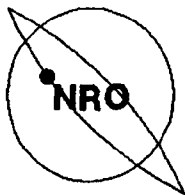
SPECIFIC PROVISIONS

- Creates Plans & Analysis and User Support Directorates**
- Creates Permanent Implementation Team to refine & coordinate implementation**
- Directs 3-phase collocation**
 - Temporary (now - spring)**
 - Interim**
 - Permanent (~ 1992)**
- Directs initial manpower allocations**



KEY ISSUES

- Plans & Analysis/User Support Interfaces**
- Centralization of R & D**
- Administrative Services Element**
- Common Support Programs**



KEY ISSUES

- Contracting authority
- Security authority
- Collocation/Aerospace Corp. Support
- Facilities acquisition
- Key personnel assignment

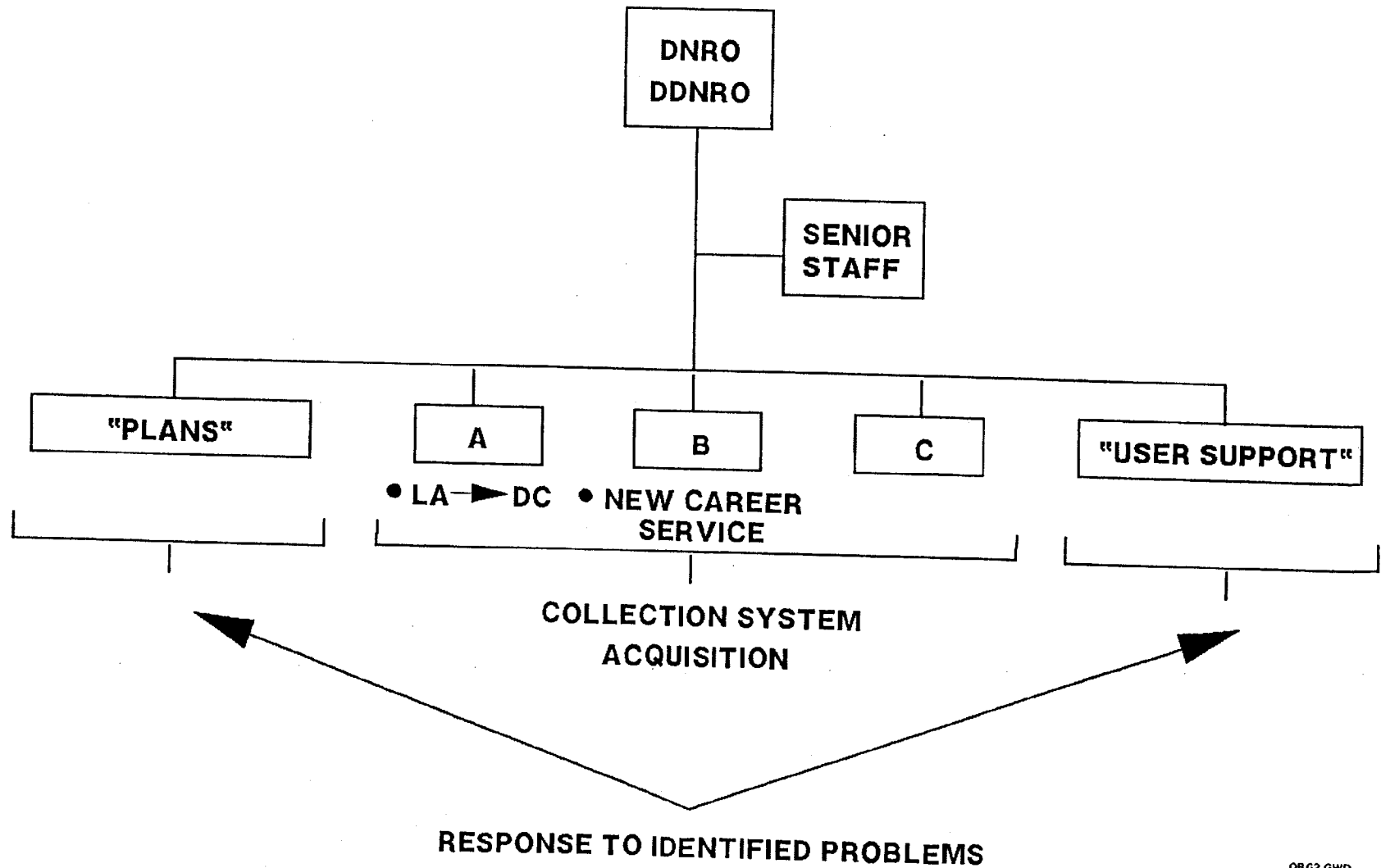
*Impact of these changes
on Tradecraft process
eg. recruitment
development
dependent on collocation*

KEY

~~TOP SECRET/BYEMAN~~

~~TOP SECRET~~ / BYEMAN

NEW NRO ORGANIZATION



~~TOP SECRET~~ / BYEMAN

PROPOSED TRANSITION APPROACH

