



**(U) Introducing Jim Allen, Incoming Deputy Director for Analysis and Production**

FROM: Jim Allen  
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(U//FOUO) When the SIGINT Communications Team asked me to describe my leadership style, I found myself thinking of those attributes taught in courses and exhibited by superior leaders I have observed. Some of those attributes are to know and act upon what's important, to guide, empower, trust, communicate, to encourage initiative and collaboration, and to provide a positive example. I may adjust when required, and I may fall short on occasion, but I am genuine in my commitment to these ideals; you'll have ample opportunity to determine how close I come!

(U//FOUO) To round out the picture in terms that are a bit more illustrative, I'll tell you as well that I believe it is my responsibility to interpret and implement the Director's vision corporately and for A&P; specifically. I like consensus and will work to achieve it, but I will make decisions without it. I want to build a team that executes to a high standard of performance, with people at all levels anticipating and embracing challenges, tackling those things that matter most. That includes having each individual making decisions as appropriate and not waiting or deferring unnecessarily.

(U//FOUO) I want us to be open and honest, to feel confident, to learn from all that we do and from the successes and failures of others. I am sure these qualities are all central to the organization I am joining, and I will do my best to strengthen and continue the progress being made.

*Note from SIGINT Communications: click [here](#) for Jim Allen's bio.*



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