

CRA is a networked organization different from the kinds of structures that most people have experienced eg the traditional hierarchical structure found in most large organizations. It is a resilient structure well suited to achieving CRA's aims. CRA is a network of reference groups and each group is also a network of people with links to other people and cross-connections to other reference groups. In some ways working in such an organization is more challenging (and more rewarding) than in a traditional hierarchy. For example, there is no "boss" to give direction and guidance and nobody else to blame. But it is more flexible, more responsive and stronger in many other ways than a traditional structure