



Adrenaline Framework: Building High Performing Teams

**A HIGH-LEVEL GUIDANCE FOR
CREATING THE RIGHT ENVIRONMENT
FOR OPTIMAL TEAM PERFORMANCE**

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Executive Summary

The following are the guiding principles proposed by the Adrenaline framework; this framework has been created over experiences garnered by our Founder over a period of 20 years.

Every aspiring leader is aware of the modern management theory of empowering leadership; however, empowerment is simply lip-service without laying the foundational pillars of an operating environment suitable for team performance.

This framework has been proven effective in the day-to-day operational aspects of creating the right environment for high performing teams over several organisations within Financial Services.

THE ADRENALINE FRAMEWORK

The following are the guiding principles proposed by the Adrenaline framework; this framework has been created over experiences garnered by our Founder over a period of 20 years.

This framework has been proven effective in the day-to-day operational aspects of creating the right environment for high performing teams over several organisations within Financial Services.

The Adrenaline Framework is outlined as follows:

- **A**bolish blame culture and encourage a “safe” emotional and psychological environment
- **D**efine team goals, objectives and document a skills matrix
- **R**eward efforts, achievements and desired behaviours
- **E**ncourage team-work by building intra-relationships
- **N**ominate champions and experts for core areas
- **A**utonomy of decisions and automation of processes
- **L**ead by example
- **I**nstil a “continuous improvement” mentality
- **N**egate external / unwanted factors
- **E**embed “360” feedback mechanism

Infographic Representation

