



# TEAMS THAT DON'T DEPEND ON ONE HERO

I grew up watching films like *Superman*, *Die Hard*, and *The Terminator*, where one heroic figure carried the mission alone—certain, dominant, and unstoppable.

Today's world is far too complex for solitary heroes. Greatness now comes from collective strength instead of individual effort.

In films like *The Avengers*, *Justice League*, and *Guardians of the Galaxy*, success is collective driven by diverse strengths, perspectives, and collaboration.

Yet many organisations still operate like the old movies, relying on a single high performer to carry the load.

There is:

One "indispensable" performer

One team member who knows everything

One leader who approves everything

One employee who becomes the default crisis solver



## Does this feel familiar?

When organisations rely on a single hero, they create a culture of dependency.

High performers often carry an invisible emotional load, and over time it can lead to burnout. When too much depends on one person, decisions start to slow down, and teams gradually pull back. If that person leaves, performance can drop quickly.

This doesn't happen by chance. It's often shaped by the system. Leaders are promoted for individual excellence, yet the role calls for developing others. When KPIs focus on personal wins, the pressure and performance stay concentrated on a few.

Leaders may also struggle with delegation—having low tolerance for less-than-perfect execution or limited trust in their teams. When control becomes the dominant mindset, power is centralised instead of shared.



Solution:

**We build high-resilience teams.**



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High-resilience teams promote collaboration and collective responsibility:

<b>1</b>	Knowledge is intentionally shared.	<b>4</b>	Decision-making skills are coached across levels.
<b>2</b>	Systems and processes reduce reliance on individuals.	<b>5</b>	Internal collaboration is actively encouraged.
<b>3</b>	Success is rewarded collectively, not just individually.	<b>6</b>	Asking for help is normalised - not seen as weakness.

Even *The Avengers* understood this: No single hero could defeat the ultimate threat alone. It required teamwork. Each member's strengths compensated for another's limitations.

The strongest teams are not built around one hero. They are built with many heroes. And in today's complex world, that makes all the difference.

Mindset Shift from One Hero Team to High-resilience Team

One Hero Team	High-resilience Team
Problem Solver	Capability Builder
Rescuer	Enabler
Central Authority	Distributed Ownership



**3 REFLECTIVE QUESTIONS:**

- If your top performer resigned tomorrow, what would break?
- If your leader is unavailable, who makes decisions then?
- Is your team strong or is one person strong?