



Which Van Halen Singer is Better?

If you rate each singer—David Lee Roth vs Sammy Hagar—Van Halen sold more records and filled larger arenas with Hagar at the helm, the band's replacement for Roth.

—Lee Silber

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Getting Your People Ready to Step Up and Step In When Needed.

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01

Phil Collins

When Peter Gabriel left Genesis the band promoted drummer Phil Collins to lead vocals and the band reached new heights. **Hire and train for versatility.**

02

Tom Brady

Tom Brady prepared like he would play so when Drew Bledsoe went down, he was ready. **Conduct stress tests so backups can hit the ground running.**

03

Elisabeth Shue

Claudia Wells played Jennifer in the first *Back to the Future*, but left to take care for her mother. Elisabeth Shue replaced Wells in the role. **Hire the right replacement.**

04

Tim Cook

Steve Jobs liked and respected Tim Cook and took the time to guide and teach him how to take over when he was gone. **Mentor and train your successor.**

05

KISS

KISS Founders Gene Simmons and Paul Stanley have employed a rotation of bandmates and yet they don't miss a beat. **Create a system others can step into.**

06

Erik Nordstrom

Erik Nordstrom started in the stockroom of his family's business but had to work his way up to the e-suite just like everyone else. **Promote from within.**

07

Kirstie Alley

When Shelley Long left the hit show *Cheers* Kirstie Alley was hired and welcomed with open arms by the cast and crew, **Create a welcoming culture.**

08

Joe Flacco

Former Super Bowl MVP Joe Flacco was sitting on his couch when the Browns asked him to join the team mid-season. **Have a playbook for each position.**

09

Arnel Pineda

Pineda was living in the Philippines when Journey saw his YouTube video and hired him to replace Steve Perry. **Find talent and give them a chance to shine.**

10

Carrie Underwood

When Katy Perry left *American Idol* the producers chose former winner and superstar Carrie Underwood to be a judge. **Look for proven people to promote.**

11

Oprah Winfrey

Gayle King and Oprah first met when both were journalists at a Baltimore news station—always supporting one another. **Helping others get ahead helps you, too.**

12

Aaron Judge

Yankees superstar Aaron Judge struggled mightily when first called up to the big leagues. **Make it okay for people to try new things and possibly struggle at first.**