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IASPS Strategy Planning Professional Exam Sample Questions (Q109-Q114):

NEW QUESTION # 109

Which of the following is a characteristic of core competencies?

- A. Are common across an industrial segment
- B. Form the basis for activities that create and build value
- C. Require significant investment
- D. Cannot be developed or changed

Answer: B

Explanation:

Core competencies are unique capabilities that form the foundation for value-creating activities and competitive advantage. They differentiate the organization and enable strategic positioning. The IASPS SPP curriculum emphasizes that core competencies are dynamic and can be developed or enhanced, unlike generic industry capabilities. Recognizing and leveraging core competencies is essential for sustainable strategy formulation. #IASPS SPP Study Guide - Core Competencies##Prahalad & Hamel, The Core Competence of the Corporation#

NEW QUESTION # 110

All of the following are core stakeholders in organization design/redesign EXCEPT:

- A. Directors
- B. Vendors
- C. Strategic Management Team

- D. Senior Management Team

Answer: B

Explanation:

Core stakeholders in organization design or redesign typically include internal decision-makers such as senior management, strategic management teams, and directors. Vendors, being external parties, are not core stakeholders in these processes as they do not have governance authority or direct influence over internal structure. The IASP SPP curriculum stresses the importance of involving those with decision rights and operational responsibilities in redesign efforts to ensure alignment and effective execution.#IASP SPP Study Guide - Stakeholder Analysis##Freeman, Strategic Management#

NEW QUESTION # 111

Which of the following results is an indicator a leader is a strong motivator?

- A. Followers' actions.
- B. The number of followers undergoing self-development.
- C. The results (outcomes) yet to be realized.
- D. Followers' willingness to listen.

Answer: A

Explanation:

A strong motivator is best indicated by followers' actions, which demonstrate commitment, engagement, and effort toward goals. While listening and self-development are positive signs, observable behaviors provide concrete evidence of motivation. The IASP SPP curriculum stresses that leadership effectiveness is measured by the extent to which followers translate inspiration into productive action, thereby advancing strategic objectives. Leaders who motivate successfully foster environments where followers are proactive and aligned with organizational goals.#IASP SPP Study Guide - Leadership##Goleman, Emotional Intelligence in Leadership#

NEW QUESTION # 112

Once integrity is lost, how can it BEST be regained?

- A. Through repentance and acknowledgement of errors
- B. It can never be regained
- C. Through consistent, honest actions over time
- D. By apologizing

Answer: C

Explanation:

Integrity, once compromised, is best regained through consistent, honest actions over time. Apologies or acknowledgment of errors are initial steps but must be followed by sustained behavior demonstrating reliability, transparency, and ethical standards. The IASP SPP curriculum emphasizes that rebuilding trust requires time and perseverance, as stakeholders need evidence that integrity is restored through actions, not just words. This gradual process strengthens credibility, restores relationships, and rebuilds organizational culture centered on trust.#IASP SPP Study Guide - Leadership Integrity##Covey, The Speed of Trust#

NEW QUESTION # 113

When facilitating a strategic planning meeting, it is BEST to

- A. give more weight to ideas and decisions from senior and experienced people in the group.
- B. pay most attention to what the chief executive says.
- C. set ground rules before the meeting that makes everyone's contribution equally valuable.
- D. ensure that discussions proceed quickly so that decisions are made in the time allotted.

Answer: C

Explanation:

Effective facilitation of strategic planning meetings requires setting clear ground rules before the meeting to ensure everyone's

contribution is equally valued. This promotes inclusivity, encourages diverse perspectives, and fosters collaboration. The IASP SPP framework stresses that equitable participation prevents dominance by senior or vocal individuals and helps generate richer ideas and buy-in. While managing time is important, rushing discussions may sacrifice quality. Overemphasizing senior voices limits innovation and engagement. Ground rules create a respectful environment conducive to open, balanced dialogue essential for successful strategy development. #IASP SPP Study Guide - Meeting Facilitation#
#Schwartz, The Art of Strategic Facilitation#

NEW QUESTION # 114

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