

Change-Management-Foundation Latest Exam Question | Exam Change-Management-Foundation Simulator Online



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APMG-International Change-Management-Foundation Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">• Introduction to Change Management: This section covers the definition and importance of change management, types of organizational change, and the role of change managers.
Topic 2	<ul style="list-style-type: none">• Communication in Change Management: This section covers developing a communication strategy
Topic 3	<ul style="list-style-type: none">• Leadership and Change: In this section, the preference is given to the role of leadership in change management, change leadership styles, building and maintaining a guiding coalition, etc.
Topic 4	<ul style="list-style-type: none">• Change Management Models and Theories: This section discusses and Kübler-Ross Change Curve.
Topic 5	<ul style="list-style-type: none">• communication methods and channels, and effective messaging for different stakeholder groups.
Topic 6	<ul style="list-style-type: none">• Ethics and Change Management: This section covers ethical considerations in change management, managing the human side of change, and organizational and individual needs.
Topic 7	<ul style="list-style-type: none">• Engaging and communicating with stakeholders, change Impact and Readiness, conducting change impact assessments, assessing organizational readiness for change, and identifying and managing resistance to change.

Topic 8	<ul style="list-style-type: none"> Measuring and Sustaining Change: In this section, the focus is on the key performance indicators for change initiatives, monitoring and evaluating change progress, and strategies for sustaining change.
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APMG-International Change Management Foundation Exam Sample Questions (Q26-Q31):

NEW QUESTION # 26

What step in Kotter's model for planning and leading organizational change focuses on setting up the leadership team to drive the change?

- A. Communicating the change vision
- B. Empowering employees for broad-based action
- C. Creating the guiding coalition
- D. Generating short-term wins

Answer: C

Explanation:

Explanation

Kotter's model for planning and leading organizational change is an eight-step model that describes how to initiate and sustain a successful change. The eight steps are:

- * Establishing a sense of urgency
- * Creating the guiding coalition
- * Developing a vision and strategy
- * Communicating the change vision
- * Empowering employees for broad-based action
- * Generating short-term wins
- * Consolidating gains and producing more change
- * Anchoring new approaches in the culture

Therefore, the step that focuses on setting up the leadership team to drive the change is creating the guiding coalition. References: <https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper> (page 11)

NEW QUESTION # 27

Which of the following statements about diverse teams are true?

1. Quicker to make decisions than teams of 'similars'
2. Members understand each other immediately

- A. Only 2 is true
- B. Both 1 and 2 are true
- C. Neither 1 nor 2 is true
- D. Only 1 is true

Answer: C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The APMG Change Management Foundation materials discuss diverse teams in the context of team dynamics and effectiveness.

Statement 1 ("Quicker to make decisions than teams of 'similar'") is false because diverse teams, while often more creative and thorough, typically take longer to reach decisions due to differing perspectives requiring reconciliation.

Statement 2 ("Members understand each other immediately") is also false, as diversity in backgrounds, experiences, and viewpoints often leads to initial misunderstandings that require time and effort to overcome. Diverse teams excel in innovation and problem-solving but not in speed or instant mutual understanding, making neither statement true.

NEW QUESTION # 28

Which of the following is a purpose of creating a change management plan when preparing for change?

- **A. Record a list of all the change risks and the responsive actions required.**
- B. Document the set of typically recurring actions that contribute to change readiness'
- C. Provide a detailed schedule of project and their dependencies
- D. Capture of full list of issues to be resolved before change can start

Answer: A

Explanation:

Explanation

One of the purposes of creating a change management plan when preparing for change is to record a list of all the change risks and the responsive actions required. This helps to identify potential threats and opportunities for the change and plan how to mitigate or exploit them. The other options are not purposes of a change management plan, but rather outcomes or inputs of other processes or activities. References:

<https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper> (page 11)

NEW QUESTION # 29

According to Herzberg's research, which factor leads to high job satisfaction?

- A. Responsibility
- B. Salary
- C. Security
- **D. Working conditions**

Answer: D

Explanation:

According to Herzberg's research, job satisfaction and dissatisfaction are influenced by two different sets of factors: motivators and hygiene factors. Motivators are factors that lead to high job satisfaction and motivation, such as achievement, recognition, responsibility, advancement, and growth. Hygiene factors are factors that do not cause satisfaction, but can cause dissatisfaction if they are absent or inadequate, such as working conditions, salary, security, and supervision. Therefore, responsibility is a motivator that leads to high job satisfaction. References: <https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper%2016%20-%20v1.0.pdf> (page 11)

NEW QUESTION # 30

Which of the following is a purpose of creating a change management plan when preparing for change?

- **A. Record a list of all the change risks and the responsive actions required.**
- B. Document the set of typically recurring actions that contribute to change readiness'
- C. Provide a detailed schedule of project and their dependencies
- D. Capture of full list of issues to be resolved before change can start

Answer: A

Explanation:

One of the purposes of creating a change management plan when preparing for change is to record a list of all the change risks and the responsive actions required. This helps to identify potential threats and opportunities for the change and plan how to mitigate or exploit them. The other options are not purposes of a change management plan, but rather outcomes or inputs of other processes or

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