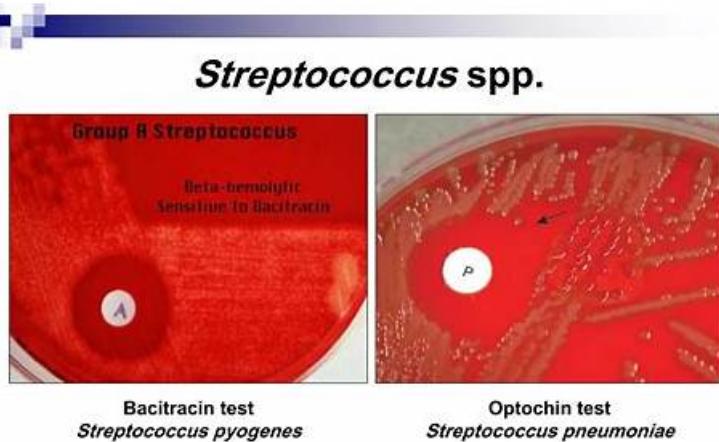


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IASPStrategy Planning Professional Exam Sample Questions (Q93-Q98):

NEW QUESTION # 93

Well-planned and ongoing communication during the planning process is essential to ensure "buy-in" and continuous engagement ("stay-in") of which of the following groups?

- A. Board of directors
- B. Senior management
- C. Shareholders
- D. Key internal and external stakeholders, and the Board of Directors

Answer: D

Explanation:

Maintaining "buy-in" and continuous engagement requires well-planned communication with all key internal and external stakeholders

and the Board of Directors. Inclusive communication fosters alignment, trust, and shared ownership of the strategic process. The IASP SPP framework stresses that stakeholder engagement across organizational levels and external partners reduces resistance and supports implementation success. Limiting communication to only shareholders, the board, or senior management excludes vital participants and undermines broad support.#IASP SPP Study Guide - Stakeholder Engagement#
#Freeman, Strategic Management#

NEW QUESTION # 94

Which of the following BEST summarizes what the strategic management and measurement system should measure?

- A. Organization's shared vision of the future
- B. Actual progress relative to organizational performance targets
- C. Organization's mission and purpose
- D. Benchmarks comparing different industry standards

Answer: B

Explanation:

Strategic management systems should primarily measure actual progress relative to defined performance targets, enabling evaluation of how well strategies translate into results. The IASP SPP curriculum stresses that measurement informs decision-making, accountability, and continuous improvement by tracking tangible outcomes rather than abstract concepts or benchmarks alone.#IASP SPP Study Guide - Performance Measurement##Kaplan & Norton, Balanced Scorecard#

NEW QUESTION # 95

Which of the following features would you likely find in an effective communication plan for a new strategic direction?

- A. Clear communication of what the organization wants to achieve
- B. Clear links between the overall strategic direction and individual compensation
- C. An explanation of the tactics to be used to achieve the vision
- D. Evidence the communication plan was developed by consultants specializing in communication management

Answer: A

Explanation:

An effective communication plan clearly articulates what the organization wants to achieve, ensuring stakeholders understand goals and rationale for the new strategy. The IASP SPP curriculum stresses clarity and focus in communication as critical for building alignment, motivation, and reducing uncertainty during change. Tactical explanations or consultant involvement, while potentially useful, are secondary to clear messaging.#IASP SPP Study Guide - Change Communication##Kotter, Leading Change#

NEW QUESTION # 96

Which of the following is MOST responsible for changing organization culture to better align it with a new strategy?

- A. Planning team
- B. Chief executive officer and the senior management team
- C. Consultant retained to lead the effort
- D. Human resources department

Answer: B

Explanation:

The chief executive officer (CEO) and senior management team hold primary responsibility for changing organizational culture to align with new strategic directions. Their leadership behaviors, decisions, and communications set the tone and expectations that influence culture. The IASP SPP framework emphasizes that cultural transformation requires visible and sustained commitment from top leaders who model desired values and allocate resources accordingly. While HR and consultants can facilitate initiatives, the authority and influence of senior leadership are essential to embed cultural change and ensure organizational-wide adoption.#IASP SPP Study Guide - Culture Change##Kotter, Leading Change#

NEW QUESTION # 97

Which of the following is the FIRST thing to do when an organization needs change?

- A. Communicate clearly why change is necessary
- B. Analyze what the strategic change entails from a modular and integrated perspective
- C. Eliminate all out-of-date aspects of the system
- D. Interview employees to get different perspectives about the changes

Answer: A

Explanation:

The first and most critical step when initiating organizational change is to communicate clearly why the change is necessary. This step establishes urgency, aligns understanding, and prepares the organization emotionally and cognitively for transition. The IASP SPP curriculum, aligning with Kotter's change model, emphasizes that clear communication of the rationale reduces resistance and mobilizes stakeholders toward shared objectives. Other activities like interviews or analyses come after establishing a compelling case for change. #IASP SPP Study Guide - Change Management##Kotter, Leading Change#

NEW QUESTION # 98

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