#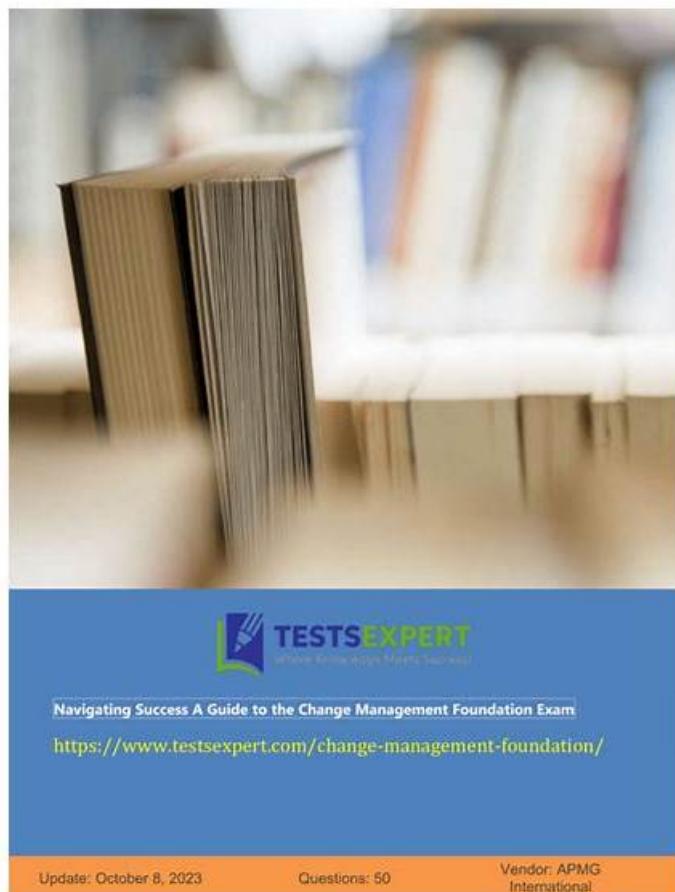 Real Change Management Foundation Exam Pass4sure Torrent - Change-Management-Foundation Study Pdf & Change Management Foundation Exam Training Vce

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

Topic	Details
Topic 1	• communication methods and channels, and effective messaging for different stakeholder groups.
Topic 2	• Change Management Models and Theories: This section discusses and Kübler-Ross Change Curve.
Topic 3	• 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	• Stakeholder Management: This section covers identifying stakeholders, stakeholder analysis techniques
Topic 5	• Change Management Planning: This section covers creating a change management plan, integrating change management with project management, and resource allocation for change initiatives.

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APMG-International Change Management Foundation Exam Sample Questions (Q75-Q80):

NEW QUESTION # 75
How does change management contribute to benefits?

- A. Ensures dis-benefits are avoided
- B. Produces all of the outcomes required to deliver benefits
- C. Provides ultimate accountability for the benefits of a change
- D. Encourages users to make the best use of the new situation

Answer: D

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Change management's role in benefits realization is a critical theme in the APMG Change Management Foundation, focusing on enabling people to adopt and optimize change. Let's explore each option in depth:
*Option A: "Encourages users to make the best use of the new situation" - This is correct. Change management ensures benefits by preparing, supporting, and motivating people to embrace and maximize the change. For example, training staff on a new CRM system ensures they use its features effectively, driving benefits like increased sales. The framework defines this as change management's primary contribution:
aligning human behavior with intended outcomes.
*Option B: "Ensures dis-benefits are avoided" - While change management mitigates risks (e.g., resistance), avoiding dis-benefits entirely is not its core focus or guarantee. This is more a project management responsibility, making this incorrect.
*Option C: "Provides ultimate accountability for the benefits of a change" - Accountability lies with sponsors or business owners, not change management, which supports rather than owns benefits realization. This is false per the APMG roles delineation.
*Option D: "Produces all of the outcomes required to deliver benefits" - Change management influences adoption but doesn't produce all outcomes (e.g., technical delivery), which involves other disciplines. This overstates its scope.
Option A aligns with the APMG emphasis on adoption and utilization as the bridge between change delivery and benefits, making it the most accurate answer.

NEW QUESTION # 76
According to Morgan, what metaphor describes an organization where formal management of change is impossible?

- A. Political systems
- B. Brains
- C. Flux and transformation

- D. Machines

Answer: C

Explanation:
According to Morgan, flux and transformation is a metaphor that describes an organization where formal management of change is impossible because the organization is constantly changing and evolving in response to its environment. This metaphor views organizations as complex adaptive systems that are self- organizing, emergent, and nonlinear.

NEW QUESTION # 77
Which is a desired characteristic of a vision statement for a change?

- A. Explains the future organization structure in detail
- B. It is veritable so its achievement can be confirmed
- C. Lists all the activities needed to achieve the changes
- D. Sets out several promises that may be hard to measure

Answer: B

Explanation:
A vision statement for a change is a concise and compelling description of the desired future state that the change aims to achieve. A vision statement should have several characteristics, such as being clear, inspiring, realistic, and verifiable. Being verifiable means that the vision statement can be measured and confirmed when it is achieved. The other options are not desired characteristics of a vision statement, as they are either too detailed, vague, or irrelevant.References: https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper%2014%20-%20v1.0.pdf (page 11)

NEW QUESTION # 78
When assessing the severity of change impacts during a stakeholder impact assessment, what is meant by the coverage of impact?

- A. The number of change agents required to support the change
- B. The number of change initiatives affecting a specific stakeholder category
- C. The proportion of a given stakeholder group that are impacted by a change
- D. The probability of unintended consequences affecting a stakeholder group

Answer: C

Explanation:
Explanation
When assessing the severity of change impacts during a stakeholder impact assessment, one of the criteria that can be used is the coverage of impact. The coverage of impact refers to the proportion of a given stakeholder group that are impacted by a change. For example, if a change affects 80% of the employees in a department, the coverage of impact is high. The other options are not criteria for assessing the severity of change impacts, but rather factors or outcomes of other processes or activities in the change process

NEW QUESTION # 79
Which of the following statements about the concept of extinction in behavioral learning are true?
Extinction happens when rewards for a certain behavior are withdrawn
Reconditioning behavior after extinction takes as long as it did before extinction

- A. Only 1 is true
- B. Neither 1 or 2 is true
- C. Only 2 is true
- D. Both 1 and 2 are true

Answer: A

Explanation:
Extinction is a concept in behavioral learning that describes what happens when rewards for a certain behavior are withdrawn. This

can lead to the behavior being reduced or eliminated over time. However, reconditioning behavior after extinction does not take as long as it did before extinction, as there is still some memory or association of the behavior and the reward. Therefore, only statement 1 is true. References:
https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper%2013%20-%20v1.0.pdf (page 11)

NEW QUESTION # 80
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