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IASPStrategy Planning Professional Exam Sample Questions (Q60-Q65):

NEW QUESTION # 60

Which of the following is the BEST approach to getting buy-in and continuous engagement from stakeholders?

- A. Find ways to bypass the support of stakeholders
- B. Invite key stakeholders to attend an initial planning session to discuss the change
- C. Tell stakeholders who are against the change that they do not have a choice
- D. Ask stakeholders who are against the change what is needed to get their support

Answer: D

Explanation:

The best approach to secure buy-in and sustained engagement is to ask stakeholders who oppose the change what would be needed to gain their support. This inclusive and collaborative approach uncovers concerns, facilitates dialogue, and fosters ownership. The IASP SPP curriculum emphasizes that engaging dissenting voices and addressing their needs strengthens commitment and reduces resistance. Authoritarian or exclusionary approaches risk alienation and failure of change initiatives. #IASP SPP Study Guide - Stakeholder Engagement##Kotter, Leading Change#

NEW QUESTION # 61

Benchmarking is most useful when comparing

- A. different departments within the organization.
- **B. the organization's process to a similar process in other organizations.**
- C. current processes to past processes.
- D. best practices to worst practices.

Answer: B

Explanation:

Benchmarking involves comparing an organization's processes or performance against similar processes in other organizations to identify gaps, best practices, and improvement opportunities. The IASP SPP curriculum emphasizes benchmarking as a critical tool for external performance assessment, enabling organizations to learn from leaders and adapt proven approaches. Internal comparisons or historical analyses are valuable but distinct from benchmarking's external focus. #IASP SPP Study Guide - Benchmarking#

#Camp, Benchmarking: The Search for Industry Best Practices#

NEW QUESTION # 62

When a direct report makes a mistake, the fault belongs to

- **A. the direct report and supervisor.**
- B. no one.
- C. the direct report only.
- D. the policies and procedures.

Answer: A

Explanation:

Accountability in leadership is critical for fostering a learning organization and effective management. When a direct report makes a mistake, responsibility typically lies both with the individual (direct report) and their supervisor. The supervisor plays a role in oversight, guidance, and ensuring clear expectations and support.

This dual accountability encourages supportive leadership and continuous improvement rather than a blame culture. The IASP SPP curriculum highlights this shared responsibility as essential in leadership and change management, promoting effective delegation, feedback, and corrective actions to achieve strategic goals.

#IASP SPP Study Guide - Leadership Accountability##Goleman, Emotional Intelligence in Leadership#

NEW QUESTION # 63

Which of the following BEST describes an effective core organizational value?

- A. Is broad enough to translate into actions and transactions
- B. Gives the organization a broad range of options on how best to interact with key stakeholders
- C. Is highlighted on the organization's website to enhance its image
- **D. Is widely shared among members of the organization**

Answer: D

Explanation:

Effective core organizational values are those that are widely shared and embraced across the organization, guiding behavior, decision-making, and culture consistently. Shared values unify employees, foster trust, and shape interactions internally and externally. The IASP SPP framework highlights that values must be authentic and practiced to influence organizational success meaningfully. While values should be actionable (option B), the critical factor is their genuine adoption rather than broad wording or external promotion.

Highlighting values on websites alone does not ensure cultural impact. #IASP SPP Study Guide - Organizational Culture##Schein, Organizational Culture and Leadership#

NEW QUESTION # 64

Which of these actions should be taken first, if and when a strategic plan does not seem to be unfolding as expected?

- A. Make modifications to the strategic plan
- **B. Determine the reasons for the plan not working.**
- C. Demonstrate patience because change takes time.
- D. Restructure the internal advisory team.

Answer: B

Explanation:

The first action when a strategic plan is not progressing as expected is to determine the root causes of underperformance or obstacles. This diagnostic step enables targeted interventions and avoids premature or misguided changes. The IASP SPP curriculum emphasizes the importance of analysis before adjustment, supporting informed decision-making to correct course effectively. #IASP SPP Study Guide - Performance Monitoring##Kaplan & Norton, Balanced Scorecard#

NEW QUESTION # 65

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