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### IASPStrategy Planning Professional Exam Sample Questions (Q34-Q39):

#### NEW QUESTION # 34

Which of the following is the MOST effective way to involve all key stakeholders in the strategic planning process?

- A. Prompt flow-down of executive decisions
- B. Meet-and-greet events
- C. Early and frequent participation in the process
- D. Consensus on the selection of supporting consultants

**Answer: C**

Explanation:

Early and frequent participation by key stakeholders in the planning process maximizes engagement, ownership, and strategy quality. The IASP SPP curriculum highlights that sustained involvement facilitates open dialogue, diverse input, and trust-building, which reduce resistance and improve implementation prospects. Passive communication or superficial engagement events do not yield the depth of involvement necessary for meaningful participation.#IASP SPP Study Guide - Stakeholder Engagement##Freeman, Strategic Management#

#### NEW QUESTION # 35

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

- A. Analyze what the strategic change entails from a modular and integrated perspective
- B. Eliminate all out-of-date aspects of the system

- C. Communicate clearly why change is necessary
- D. Interview employees to get different perspectives about the changes

**Answer: C**

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 # 36

What basic principle of human behavior enhances "buy-in" and therefore implements the strategic plan?

- A. People are competitive in nature
- B. People are naturally optimistic
- C. People help support what they help create
- D. People demand respect and participation

**Answer: C**

Explanation:

A fundamental principle of human behavior that enhances commitment to change and strategy implementation is that people tend to support and own what they help create. This principle leverages participation, engagement, and shared ownership, increasing motivation and reducing resistance. The IASP SPP curriculum highlights this as central to change management and stakeholder engagement, encouraging inclusive planning and transparent communication to foster buy-in and successful execution. #IASP SPP Study Guide - Stakeholder Engagement##Kotter, Leading Change#

### NEW QUESTION # 37

Innovation and creativity come from

- A. absorbing the strategic best practices of other organizations to identify a metric for judging strategic needs.
- B. eliminating all but one of your company's traditional products/services.
- C. asking a single research consultant how people use our products or services.
- D. encouraging our own cross-functional teams to develop original ideas and strategies.

**Answer: D**

Explanation:

Innovation and creativity are best fostered by encouraging internal cross-functional teams to develop original ideas and strategies. This approach leverages diverse perspectives and expertise, promotes ownership, and aligns innovation with organizational context. The IASP SPP curriculum underscores that internal collaboration is more sustainable and relevant than relying solely on external consultants or benchmarking. While best practices are informative, original ideas tailored to organizational capabilities and market needs drive true innovation. Product elimination may reduce complexity but does not inherently foster creativity. #IASP SPP Study Guide - Innovation Management##Prahalad & Ramaswamy, Co-creation of Value#

### NEW QUESTION # 38

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

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

**Answer: D**

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 # 39

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