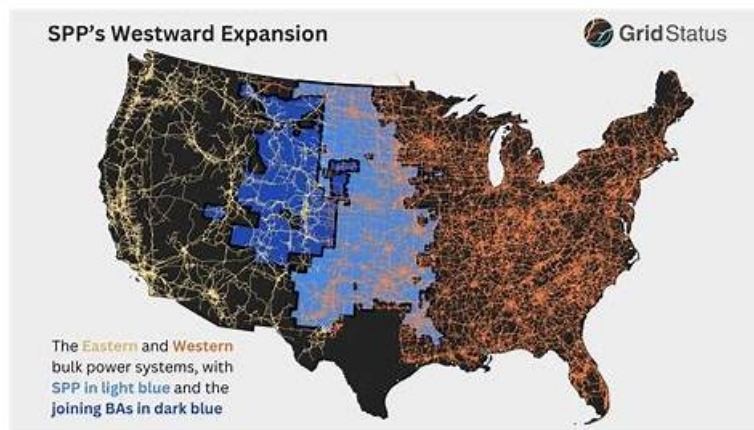


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IASPSstrategy Planning Professional Exam Sample Questions (Q97-Q102):

NEW QUESTION # 97

Which of the following practices is aligned with the company's purpose, mission, and strategies?

- A. Allow high-end department store partners to clear year-end inventories through modest discounting
- B. Write off and destroy year-end inventories
- C. Clear out year-end inventories by exporting to developed overseas markets like China
- D. Clear out year-end inventories by expanding into factory outlets

Answer: A

Explanation:

Allowing high-end department store partners to clear inventories through modest discounting maintains brand integrity and aligns with the company's mission and strategic positioning. This approach preserves the premium image and supports key retail partnerships.

Other options risk diluting brand value (factory outlets), misaligning market focus (exports), or reflect poor inventory management (write-offs). The IASP SPP curriculum highlights that operational practices must be consistent with strategic intent to sustain competitive advantage and stakeholder trust. #IASP SPP Study Guide - Strategy Alignment##Kaplan & Norton, Balanced Scorecard#

NEW QUESTION # 98

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

- A. An explanation of the tactics to be used to achieve the vision
- B. Evidence the communication plan was developed by consultants specializing in communication management
- C. Clear links between the overall strategic direction and individual compensation
- **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 # 99

Who must have the skills necessary to implement the strategic planning initiative?

- A. Customers
- **B. Change agents**
- C. Board of directors
- D. Stakeholders

Answer: B

Explanation:

Change agents are individuals equipped with the skills to drive and facilitate the adoption of new strategies. They manage resistance, communicate vision, and align organizational processes with strategic goals. The IASP SPP curriculum underscores the importance of skilled change agents who serve as catalysts bridging strategic planning and execution, actively guiding teams through transitions. While customers, board members, and stakeholders play important roles, the tactical and operational responsibility for implementation rests with change agents who possess expertise in managing organizational change. #IASP SPP Study Guide - Change Management##Kotter, Leading Change#

NEW QUESTION # 100

Which of the following best describes the role of leadership in fostering a culture of innovation within an organization?

- A. Focusing solely on short-term financial targets
- B. Limiting employee involvement to top management only
- **C. Encouraging risk-taking and learning from failure**
- D. Mandating strict adherence to existing processes

Answer: C

Explanation:

Leadership plays a critical role in fostering a culture of innovation by encouraging calculated risk-taking and embracing lessons learned from failure. The IASP SPP curriculum highlights that leaders must create safe environments for experimentation, support creative thinking, and reward innovation efforts. This approach drives continuous improvement and strategic growth. In contrast, rigid adherence to processes, exclusion of broader employee involvement, or short-term financial focus stifle innovation. #IASP SPP Study Guide - Innovation and Change Leadership##Tushman & O'Reilly, The Ambidextrous Organization#

NEW QUESTION # 101

People are MOST likely to be influenced by a leader's

- A. Style and personality.
- **B. Actions and behaviors.**
- C. Statements and vision.
- D. Passion and emotions.

Answer: B

Explanation:

People are primarily influenced by a leader's actions and behaviors, which demonstrate values and build trust. The IASP SPP curriculum emphasizes that authentic leadership is shown through consistent behavior, which inspires and motivates more than words or charisma alone. Actions align vision with reality and drive organizational culture. #IASP SPP Study Guide - Leadership##Goleman, Emotional Intelligence#

NEW QUESTION # 102

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