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

Topic	Details
Topic 1	• Engaging and communicating with stakeholders, change Impact and Readiness, conducting change impact assessments, assessing organizational readiness for change, and identifying and managing resistance to change.
Topic 2	• Change Management Models and Theories: This section discusses and Kübler-Ross Change Curve.
Topic 3	• Communication in Change Management: This section covers developing a communication strategy
Topic 4	• Organizational Culture and Change: This section covers the understanding of organizational culture, the impact of culture on change initiatives, and cultural change.
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.
Topic 6	• Stakeholder Management: This section covers identifying stakeholders, stakeholder analysis techniques
Topic 7	• Ethics and Change Management: This section covers ethical considerations in change management, managing the human side of change, and organizational and individual needs.
Topic 8	• 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.

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APMG-International Change Management Foundation Exam Sample Questions (Q83-Q88):

NEW QUESTION # 83
When holding a facilitated workshop to identify stakeholders for a change, which technique is the MOST useful for capturing this information?

- A. Stakeholder Radar
- B. Mindmapping
- C. Empathay maps
- D. Personas

Answer: B

Explanation:
Mindmapping is a technique that is most useful for capturing information when holding a facilitated workshop to identify stakeholders for a change. Mindmapping is a visual way of organizing and presenting information that allows participants to brainstorm ideas, identify connections, and group similar stakeholders together. Mindmapping can help to create a comprehensive and clear picture of all the stakeholders involved in a change initiative.

NEW QUESTION # 84
Which delivery strategy makes the idea of 'Minimum Viable Change Practice' particularly useful?

- A. Phased
- B. Many small incremental/iterative releases
- C. Big Bang
- D. Voluntary Adoption

Answer: B

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Delivery strategies in APMG define how change is implemented, and Minimum Viable Change Practice (MVCP) adapts Agile's MVP to change management. Let's explore exhaustively:
*MVCP Defined: A basic, functional change version tested early, refined iteratively (e.g., a pilot process tweak).
*Option A: Big Bang - All-at-once rollout (e.g., company-wide system switch). MVCP's iterative testing clashes with this-Big Bang commits fully, no refinement. Incorrect.
*Option B: Phased - Staged rollout (e.g., department-by-department). Useful for control, but not iterative- each phase is planned, not experimental. Less ideal.
*Option C: Voluntary Adoption - Opt-in change (e.g., new tool usage). Feedback possible, but lacks structured iteration. Not the best fit.
*Option D: Many small incremental/iterative releases - Correct. Matches MVCP's Agile roots-small, frequent changes (e.g., weekly process updates) allow testing and adjustment, per APMG.
*Why D: Iterative cycles enable MVCP's "launch-learn-improve" approach, unlike Big Bang's finality or Phased's linearity.

NEW QUESTION # 85
Which statement about Senge's system thinking model is correct?

- A. Processes in organizations can either support or limit the effectiveness of change
- B. Change must e driven primary by senior sponsors
- C. Change can beplanned and implemented using an eight-stage model
- D. Leadership support is NOT required in the systems thinking model

Answer: A

Explanation:
Explanation
Senge's system thinking model is a holistic approach to understand how different elements in an organization interact and influence each other. Processes are one of the elements that can either support or limit the effectiveness of change, depending on how they are designed and implemented. The other statements are not correct, as they do not reflect Senge's model. References: https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper (page 11)

NEW QUESTION # 86
Which is a description of the role of Line Management in the change process?

- A. Provides financial resources to support specific change tasks
- B. Ensure senior managers are committed to the changes
- C. Tests thinking and advises on effective delivery of change
- D. Develops communications networks across the organization

Answer: C

Explanation:
Explanation
According to the Change Management Institute's Change Management Roles Model, there are four main roles in change: Idea-Generator, Sponsor, Change Agent, and Target. Line Management is a sub-role of Change Agent, which is the role that promotes an idea to potential Sponsors and implements the change once it is approved. Line Management tests thinking andadvises on effective delivery of change, as well as supports and coaches staff through the change. The other options are not descriptions of the role of Line Management, but rather of other roles or activities in the change process. References: https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper (page 11)

NEW QUESTION # 87
According to Morgan, what metaphor describes an organization where formal management of change is impossible?

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

Answer: B

Explanation:
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.
References:
* https://www.mindtools.com/pages/article/newSTR_90.htm
* https://www.researchgate.net/publication/228163085_Images_of_Organization

NEW QUESTION # 88
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