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

Topic	Details
Topic 1	<ul style="list-style-type: none">Organizational Culture and Change: This section covers the understanding of organizational culture, the impact of culture on change initiatives, and cultural change.
Topic 2	<ul style="list-style-type: none">Communication methods and channels, and effective messaging for different stakeholder groups.
Topic 3	<ul style="list-style-type: none">Communication in Change Management: This section covers developing a communication strategy
Topic 4	<ul style="list-style-type: none">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 5	<ul style="list-style-type: none">Change Management Models and Theories: This section discusses and Kübler-Ross Change Curve.

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APMG-International Change Management Foundation Exam Sample Questions (Q28-Q33):

NEW QUESTION # 28

Which is a correct description of how Tuckman's five phases of team development work in practice?

- A. Once a stage is completed a team never returns to it.
- B. Teams may go backwards or oscillate between the stages
- C. Successful teams always stay in the performing stage
- D. An equal amount of time is spent in each stage

Answer: B

Explanation:

Explanation

Tuckman's five phases of team development are a model that describes how teams evolve and mature over time. The five phases are: forming, storming, norming, performing, and adjourning. In practice, teams may not follow these phases in a linear or sequential way, but may go backwards or oscillate between the stages depending on various factors, such as changes in goals, leadership, membership, or context. Therefore, team leaders and members need to be aware of the current stage of their team and adapt their behaviors and actions accordingly.

References:

* https://www.mindtools.com/pages/article/newLDR_86.htm

* https://www.researchgate.net/publication/235298447_Developmental_Sequence_in_Small_Groups

NEW QUESTION # 29

Which MNTI preference is characterized by being spontaneous and disliking detailed plans?

- A. Intuition
- B. Feeling
- C. Perceiving
- D. Introvert

Answer: C

Explanation:

According to the Myers-Briggs Type Indicator (MBTI), perceiving is one of the four preference pairs that describe how people interact with the world and make decisions. Perceiving refers to preferring to keep options open, being spontaneous, and disliking detailed plans. The other options are not preferences, but dimensions of preferences. Intuition and feeling are opposite to sensing and thinking, respectively, while introvert is opposite to extrovert. References: <https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper%2011%20-%20v1.0.pdf> (page 11)

NEW QUESTION # 30

What role in change must promote an idea to potential Sponsors?

- A. Targets
- B. Idea-Generator
- C. Sponsor
- D. Change Agent

Answer: C

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. Idea-Generator is the role that identifies the need for change and proposes a solution. Sponsor is the role that authorizes and funds the change. Change Agent is the role that promotes an idea to potential Sponsors and implements the change once it is approved.

Target is the role that is affected by the change and needs to adopt new behaviors or ways of working.

References: <https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper%2017%20-%20v1.0.pdf> (page 11)

NEW QUESTION # 31

Which of the following statements about data analytics are true?

1. The more data you have, the better the results
2. Obtaining new data from external sources is beneficial and removes bias

- A. Only 2 is true
- B. Neither 1 nor 2 is true
- C. Only 1 is true
- D. Both 1 and 2 are true

Answer: B

Explanation:

Comprehensive and Detailed In-Depth Explanation:

In APMG, more data (1) doesn't guarantee better results-quality matters-and external data (2) adds perspective but doesn't inherently remove bias. Neither is true.

NEW QUESTION # 32

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

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

Answer: D

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 # 33

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