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IASPStrategy Planning Professional Exam Sample Questions (Q16-Q21):

NEW QUESTION # 16

A fundamental benefit of using the Balanced Scorecard is that it provides a means to link a long-term strategy with

- A. the learning and growth perspective.
- B. financial results.
- C. the customer's as well as an internal perspective.
- D. All of the above.

Answer: D

Explanation:

The Balanced Scorecard integrates multiple perspectives-financial results, customer focus, internal processes, and learning and growth-to provide a holistic link between long-term strategy and operational execution. This framework helps organizations balance financial objectives with non-financial drivers, aligning day-to-day activities with strategic goals. The IASP SPP curriculum highlights that this multidimensional approach enables comprehensive performance measurement, enhances strategic feedback, and supports continuous improvement. By incorporating customer and internal perspectives alongside financial metrics, the Balanced Scorecard ensures strategy is actionable and measurable across the organization, making it a powerful tool for aligning performance with strategy.#IASP SPP Study Guide - Balanced Scorecard##Kaplan & Norton, Balanced Scorecard#

NEW QUESTION # 17

Which of the following is the MOST critical responsibility of the board of directors before approving a strategic plan?

- A. Participate in effective debate on the operating plan
- B. Provide solid strategic alternatives
- C. Ask perceptive and insightful questions
- D. Ensure alignment of talent with the plan

Answer: C

Explanation:

Before approving a strategic plan, the board's most critical responsibility is to ask perceptive and insightful questions. This rigorous scrutiny tests assumptions, uncovers risks, and challenges strategic robustness. The IASP SPP curriculum stresses that active questioning ensures high-quality governance, improving strategic outcomes and stakeholder confidence. While debating, providing alternatives, and talent alignment are important, the board's fundamental oversight role is exercised through critical inquiry.#IASP SPP Study Guide - Governance##Tricker, Corporate Governance#

NEW QUESTION # 18

To foster a culture of risk taking and creativity, leaders should

- A. adopt a hiring instrument that assures more creative people are hired.
- B. bring in a creative consultant.
- C. modify the organization's policy to allow for educational leave.
- D. provide positive feedback and use caution in exercising accountability in a bad outcome.

Answer: D

Explanation:

Leaders foster creativity and risk-taking by providing positive feedback and exercising caution when holding individuals accountable for unsuccessful outcomes. This approach reduces fear of failure, encourages experimentation, and promotes learning from mistakes. The IASP SPP curriculum highlights that psychological safety is vital for innovation and that leadership behavior significantly influences culture. While hiring and consultants support creativity, without supportive leadership attitudes toward risk and accountability, a creative culture cannot thrive. Modifying policies may help but is secondary to day-to-day leadership actions.#IASP SPP Study Guide - Leadership and Innovation##Edmondson, Psychological Safety#

NEW QUESTION # 19

In developing a strategic plan, key performance measures should be developed for

- A. employee satisfaction.
- B. the organization's desired outcomes.
- C. each step of the final action plan.
- D. the organization's financial goals.

Answer: B

Explanation:

Key performance measures are best aligned with the organization's desired outcomes to ensure that progress toward strategic goals is monitored effectively. Measuring outcomes, rather than just inputs or activities, focuses attention on results that truly matter. The IASP SPP framework stresses the importance of outcome-based measurement to enable accountability, guide decision-making, and support continuous improvement.

While financial goals and employee satisfaction are important, they are often components of broader outcomes. Focusing on outcomes ensures that all measures collectively advance the strategic vision.#IASP SPP Study Guide - Performance Measurement##Kaplan & Norton, Balanced Scorecard#

NEW QUESTION # 20

Of the four elements presented, which would you expect to see more so on a business plan rather than on a strategic plan?

- A. Detailed financial projections
- B. Detailed performance metrics

- C. Vision and mission statements
- D. Detailed results of an environmental scan

Answer: A

Explanation:

Detailed financial projections are typically included in business plans, which focus on tactical, short-term resource requirements and financial feasibility. Strategic plans emphasize vision, mission, high-level goals, and performance metrics to guide long-term direction. The IASP SPP curriculum highlights the distinction between these documents and their purposes. #IASP SPP Study Guide - Business vs. Strategic Plans#
#Drucker, The Practice of Management#

NEW QUESTION # 21

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