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

Topic	Details
Topic 1	• Measuring and Sustaining Change: In this section, the focus is on the key performance indicators for change initiatives, monitoring and evaluating change progress, and strategies for sustaining change.
Topic 2	• 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 3	• communication methods and channels, and effective messaging for different stakeholder groups.
Topic 4	• Communication in Change Management: This section covers developing a communication strategy
Topic 5	• Organizational Culture and Change: This section covers the understanding of organizational culture, the impact of culture on change initiatives, and cultural change.
Topic 6	• Stakeholder Management: This section covers identifying stakeholders, stakeholder analysis techniques

APMG-International Change Management Foundation Exam Sample Questions (Q97-Q102):

NEW QUESTION # 97
Which management approach is recommended to help people through the 'endings' phase of Bridges model of human transition?

- A. Look for quick successes to announce
- B. Encourage people to turn their backs on the past
- C. Be clear about the scope of the change
- D. Concentrate on the emotional content of issues

Answer: D

Explanation:
Bridges model of human transition is a framework that describes how people experience and cope with change. The model consists of three phases: endings, neutral zone, and new beginnings. The endings phase is when people have to let go of the old situation and deal with the loss and uncertainty that comes with change.
The recommended management approach to help people through this phase is to concentrate on the emotional content of issues, that is, to acknowledge and address the feelings and reactions that people have, such as anger, denial, or sadness. This can help people to accept the change and move on to the next phase.

NEW QUESTION # 98
Which is a benefit of using change agent networks?

- A. They take charge of defining and appropriate strategy for change
- B. They take accountability for delivering all change objectives within agreed timescales
- C. They help people keep up to date and involved in the change
- D. They provide reports to management on staff performance

Answer: C

Explanation:

Explanation
Change agent networks are groups of people who act as advocates, champions, or ambassadors for a change within an organization. They can help to communicate, implement, and sustain the change at different levels and locations. One of the benefits of using change agent networks is that they help people keep up to date and involved in the change, as they provide information, feedback, support, and guidance throughout the change process. The other options are not benefits of using change agent networks, as they either imply different roles or responsibilities for the change agent networks or are not relevant to their function. References: https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper (page 11)

NEW QUESTION # 99
Which is a desired characteristic of a vision statement for a change?

- A. Explains the future organization structure in detail
- B. Lists all the activities needed to achieve the changes
- C. It is veritable so its achievement can be confirmed
- D. Sets out several promises that may be hard to measure

Answer: C

Explanation:
Explanation
A vision statement for a change is a concise and compelling description of the desired future state that the change aims to achieve. A vision statement should have several characteristics, such as being clear, inspiring, realistic, and verifiable. Being verifiable means that the vision statement can be measured and confirmed when it is achieved. The other options are not desired characteristics of a vision statement, as they are either too detailed, vague, or irrelevant. References:
https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper (page 11)

NEW QUESTION # 100
Which skill is MOST relevant to helping people through the change curve?

- A. Decision making
- B. Negotiation
- C. Active listening
- D. Time management

Answer: C

Explanation:
Comprehensive and Detailed In-Depth Explanation:
Helping individuals navigate the change curve requires understanding and addressing their emotional responses, as outlined in the APMG Change Management Foundation. Active listening (Option D) is the most relevant skill, as it involves empathetically hearing concerns, validating feelings, and providing support- crucial for guiding people through stages like frustration or depression. Time management (A) aids planning, Negotiation (B) resolves conflicts, and Decision making (C) sets direction, but none directly address the emotional support needed for the change curve as effectively as active listening.

NEW QUESTION # 101
Which action, taken as part of the four-step emergent change process, addresses the currentconsequences of the change not yet being a reality?

- A. Capture what people are experiencing in the present state
- B. Develop a route-map for implementing the required changes
- C. Create a vision statement that captures the desired future state
- D. Identify what people are experiencing once the chances are complete

Answer: A

Explanation:
Explanation
The four-step emergent change process is a tool to facilitate change that emerges from within an organization, rather than being

imposed from outside. The four steps are:

* Capture what people are experiencing in the present state
* Identify what people are experiencing once the changes are complete
* Create a vision statement that captures the desired future state
* Develop a route-map for implementing the required changes

Therefore, the action that addresses the current consequences of the change not yet being a reality is to capture what people are experiencing in the present state. References:

https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper (page 11)

NEW QUESTION # 102

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