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## IASPS<sup>TM</sup> Strategy Planning Professional Exam Sample Questions (Q14-Q19):

### NEW QUESTION # 14

To improve the likelihood that a plan will be followed, it must be

- A. intelligent and worthwhile.
- B. **clear and executable.**
- C. comprehensive and far-reaching.
- D. interesting and engaging.

**Answer: B**

Explanation:

A strategic plan's success depends on it being clear and executable, meaning that objectives and actions are understandable and practically achievable. The IASP SPP curriculum stresses that clarity ensures alignment and focus, while executability ensures feasibility and drives implementation. Intelligence or interest alone does not guarantee adoption, nor does complexity ensure effectiveness. #IASP SPP Study Guide - Effective Planning##Kotter, Leading Change#

### NEW QUESTION # 15

What is the key activity when working with middle management on strategic plan implementation?

- A. Communicating the strategy and issues
- B. Listening to staff problems

- C. Understanding the departmental objectives
- D. Building buy-in and ownership of the strategy

**Answer: D**

Explanation:

Middle management plays a critical role in bridging senior leadership and frontline employees during strategic plan implementation. The key activity in working with middle management is building buy-in and ownership of the strategy. Ownership motivates middle managers to actively champion the strategy, align team efforts, and ensure that operational actions support strategic goals. The IASP SPP curriculum emphasizes that without genuine commitment from middle managers, strategic plans often fail during execution. Middle managers are accountable for translating strategic intent into specific tasks and maintaining momentum. While communication and understanding objectives are important, these support activities are secondary to securing ownership to drive performance. #IASP SPP Study Guide - Implementation Leadership#  
#Kotter, Leading Change#

**NEW QUESTION # 16**

Which of the following BEST ensures that front-line employees understand how to help implement an organization's strategic plan?

- A. Share a brief summary of the plan with all employees
- B. Subject employees to an evaluation confirming they have memorized the organization's mission statement
- C. Integrate the strategic plan with all departmental planning and budgeting
- D. Provide organization-wide general training focused on the concept of strategy implementation

**Answer: C**

Explanation:

The best way to ensure front-line employees understand their role in strategy implementation is to integrate the strategic plan into departmental planning and budgeting, connecting strategy directly to operational activities and resources. The IASP SPP curriculum underscores this integration as vital for translating high-level plans into daily actions and accountability. Summaries, memorization, or general training are insufficient without operational linkage. #IASP SPP Study Guide - Strategy Implementation##Kaplan & Norton, Balanced Scorecard#

**NEW QUESTION # 17**

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

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

**Answer: D**

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 # 18**

Which of the following BEST describes an effective organizational mission statement?

- A. Lists strategic goals and performance measures
- B. Describes the organization's core values and the key processes used to satisfy its customers and stakeholders
- C. Describes the purpose of the organization, the services and products provided, and how the organization creates value for its customers

- D. Is a forward looking and emotionally grabbing sentence that identifies where the organization aspires to be 3 or more years in the future

#### Answer: C

Explanation:

An effective mission statement defines the organization's purpose, the services or products it provides, and how it creates value for customers. This statement grounds the organization's activities and strategy in a clear purpose. The IASP SPP curriculum distinguishes mission from vision: mission is about current purpose, vision about future aspirations. Including core values or strategic goals in the mission blurs its focus. #IASP SPP Study Guide - Mission and Vision##Drucker, The Practice of Management#

#### NEW QUESTION # 19

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