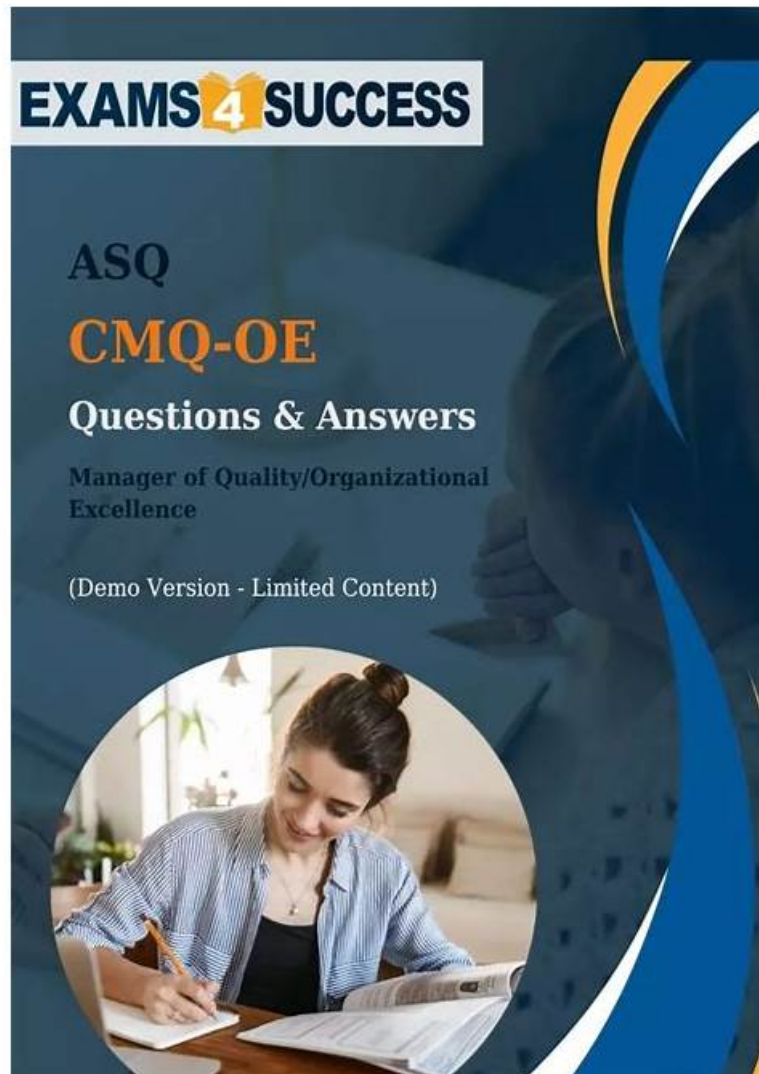


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## ASQ Certified Manager of Quality/Organizational Excellence Exam Sample Questions (Q451-Q456):

### NEW QUESTION # 451

What is the first step in creating change?

- A. Anticipating resistance
- **B. Developing a vision**
- C. Establishing a strategic plan
- D. Identifying stakeholders

**Answer: B**

Explanation:

When initiating change within an organization, it is essential to follow a structured approach. Here are the steps involved in creating change:

\* Identify management sponsorship and secure commitment:

\* Before implementing any change, it is crucial to have support from top management.

\* Management sponsorship ensures that the change initiative receives the necessary resources, authority, and backing.

\* Securing commitment involves engaging key decision-makers who can champion the change and allocate the required support.

Remember that successful change management involves not only planning but also obtaining buy-in from leadership and stakeholders. Once management sponsorship is in place, subsequent steps can be executed effectively.

References:

\* ASQ. "What is Change Management?" 1

Please note that the other options (establishing a strategic plan, developing a vision, and anticipating resistance) are also important in the change management process, but identifying management sponsorship and commitment comes first. The order of these steps may vary based on the specific context and organization.

However, securing leadership support is critical for successful change implementation.

### NEW QUESTION # 452

Which of the following is an example of one-on-one instruction?

- A. Classroom
- **B. On-the-job**
- C. Facilitation
- D. Self-directed

**Answer: B**

Explanation:

One-on-one instruction refers to personalized training or guidance provided directly between an instructor and a learner. Among the options provided:

\* Self-directed learning involves independent study or learning at one's own pace, without direct interaction with an instructor.

\* Classroom instruction typically involves a group of learners being taught by an instructor in a classroom setting.

\* Facilitation refers to guiding group discussions or collaborative activities, not necessarily one-on-one.

On-the-job instruction occurs when an individual receives personalized training, coaching, or mentoring while performing their job tasks. It is tailored to the specific needs of the learner and takes place within the context of their work environment. Therefore, on-the-job instruction exemplifies one-on-one interaction between the instructor and the learner<sup>12</sup>.

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### NEW QUESTION # 453

In the initial stage of project planning, which of the following would be considered an external factor influencing the project?

- A. The company's organizational structure
- B. The company's management philosophy
- C. The availability of technical personnel
- **D. The state of technology**

**Answer: D**

**NEW QUESTION # 454**

One of Deming's 14 points indicates that goals?

- A. should be eliminated if they are not achieved within the originally projected time frame
- **B. become a negative influence unless methods to achieve them are provided**
- C. must be established by those responsible for meeting them
- D. are necessary for any improvement effort

**Answer: B**

**NEW QUESTION # 455**

The Baldrige Award performance excellence criteria address which types of performance?

- I. Procedural compliance
- II. Supplier related
- III. Customer related
- IV. Financial and marketplace

- A. III and IV only
- B. III only
- C. I and IV only
- **D. II, III, and IV only**

**Answer: D**

**NEW QUESTION # 456**

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