Change-Management-Foundation Reliable Exam Test, New Change-Management-Foundation Test Pattern

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Why do so many people determine to take part in APMG-International Change-Management-Foundation exam? Owing a nice certification will not only testify your professional skills and qualification but also show your knowledge and ability, it will be useful for your career. Change-Management-Foundation New Test Bootcamp materials will be valid and useful for your test. If you get a certification, you will be regards as knowledgeable expert. Now there is a large demand for these skillful senior engineers.

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

Topic	Details
Topic 1	• 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 2	• Organizational Culture and Change: This section covers the understanding of organizational culture, the impact of culture on change initiatives, and cultural change.
Topic 3	• Change Management Planning: This section covers creating a change management plan, integrating change management with project management, and resource allocation for change initiatives.
Topic 4	• Introduction to Change Management: ThiLewin's 3-Stage Model, Kotter's 8-Step Process, ADKAR Model, s section covers the definition and importance of change management, types of organizational change, and the role of change managers.
Topic 5	• Communication in Change Management: This section covers developing a communication strategy
Topic 6	• Stakeholder Management: This section covers identifying stakeholders, stakeholder analysis techniques
Topic 7	• 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 8	• Leadership and Change: In this section, the preference is given to the role of leadership in change management, change leadership styles, building and maintaining a guiding coalition, etc.

Topic 9	• Change Management Models and Theories: This section discusses and Kübler-Ross Change Curve.

New Change-Management-Foundation Test Pattern - Change-Management-Foundation Free Test Questions

Originating the Change-Management-Foundation exam questions of our company from tenets of offering the most reliable backup for customers, and outstanding results have captured exam candidates' heart for their functions. Our Change-Management-Foundation practice materials can be subdivided into three versions. All those versions of usage has been well-accepted by them. They are the PDF, Software and APP online versions of our Change-Management-Foundation Study Guide.

APMG-International Change Management Foundation Exam Sample Questions (Q46-Q51):

NEW QUESTION # 46
When assessing the severity of change impacts during a stakeholder impact assessment, what is meant by the coverage of impact?

- A. The proportion of a given stakeholder group that are impacted by a change
- B. The number of change agents required to support the change
- C. The probability of unintended consequences affecting a stakeholder group
- D. The number of change initiatives affecting a specific stakeholder category

Answer: D

Explanation:
When assessing the severity of change impacts during a stakeholder impact assessment, one of the criteria that can be used is the coverage of impact. The coverage of impact refers to the proportion of a given stakeholder group that are impacted by a change. For example, if a change affects 80% of the employees in a department, the coverage of impact is high. The other options are not criteria for assessing the severity of change impacts, but rather factors or outcomes of other processes or activities in the change process

NEW QUESTION # 47
When comparing 'lean' and 'rich' communication channels, which of the following statements about a 'rich' communication channelistrue?
A 'rich' channel allows for conversation a quick response, and the chance for interaction.
A 'rich' channel conveys non-verbal cues, suchas emotion and feelings, tone or gestures.

- A. Only 2 is true
- B. Neither 1 or 2 is true
- C. Only 1 is true
- D. Both 1 and 2 are true

Answer: D

Explanation:
Explanation
Communication channels can be classified as lean or rich, depending on the amount and quality of information they can convey. A rich communication channel allows for conversation, a quick response, and the chance for interaction, as well as conveys non-verbal cues, such as emotion and feelings, tone or gestures. Examples of rich communication channels are face-to-face meetings, video calls, or phone calls. Therefore, both statements
1 and 2 are true. References:
https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper (page 11)

NEW QUESTION # 48

When starting to identify the impacts of a change initiative, which description BEST fits one of the recommended key inputs?

- **A. An assessment of where people are on the change curve**
- B. An organization chart showing senior positions in the new structure
- C. The planned frequency of staff engagement surveys
- D. A statement of the differences between the current and future states

Answer: A

Explanation:
When starting to identify the impacts of a change initiative, one of the recommended key inputs is a statement of the differences between the current and future states. This helps to define the scope, scale, and nature of the change, as well as the gaps and opportunities that need to be addressed. The other options are not key inputs for identifying the impacts of a change initiative, but rather outcomes or activities of other processes or stages in the change process.References: https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper%2031%20-%20v1.0.pdf (page 11)

NEW QUESTION # 49

Social neuroscience summarizes 5 brain processes involved in social situations using the mnemonic SCARF.
What does the F represent?

- **A. Fairness**
- B. Fear
- C. Faith
- D. Fight

Answer: A

Explanation:
Comprehensive and Detailed In-Depth Explanation:
The SCARF model, developed by David Rock and integrated into the APMG Change Management Foundation, describes five domains influencing brain responses in social contexts: Status, Certainty, Autonomy, Relatedness, and Fairness. The "F" stands for Fairness (Option A), which reflects the brain's sensitivity to equitable treatment. Faith (B), Fear (C), and Fight (D) are not part of the SCARF model, making Fairness the correct answer aligned with neuroscience principles in change management.

NEW QUESTION # 50

Which advice is given about managing the 'complexresponsive processes' that surround emergent change?

- A. He prepared to spend time addressing every specific issue that anses
- B. Ignore any 'unofficial' discussions between managers and staff
- **C. Focus on the main purpose of the change father than specific events**
- D. Restrict communications about change to only those who need to know

Answer: C

Explanation:
Explanation
Emergent change is a type of change that arises from within an organization, rather than being imposed from outside. Emergent change is influenced by complex responsive processes, which are the patterns of interaction and communication that occur among people in an organization. To manage these processes, change leaders should focus on the main purpose of the change rather than specific events, as this helps to create a shared vision and direction for the change. The other options are not good advice for managing complex responsive processes, as they either ignore, restrict, or overreact to them, which can hinder the emergence and adaptation of the change. References:
https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper (page 11)

NEW QUESTION # 51

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