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IASPS Strategy Planning Professional Exam Sample Questions (Q145-Q150):

NEW QUESTION # 145

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

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

Answer: C

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 IASPS 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. #IASPS SPP Study Guide - Leadership and Innovation ##Edmondson, Psychological Safety#

NEW QUESTION # 146

Innovation and creativity come from

- A. eliminating all but one of your company's traditional products/services.
- B. encouraging our own cross-functional teams to develop original ideas and strategies.
- C. absorbing the strategic best practices of other organizations to identify a metric for judging strategic needs.
- D. asking a single research consultant how people use our products or services.

Answer: B

Explanation:

Innovation and creativity are best fostered by encouraging internal cross-functional teams to develop original ideas and strategies. This approach leverages diverse perspectives and expertise, promotes ownership, and aligns innovation with organizational context. The IASP SPP curriculum underscores that internal collaboration is more sustainable and relevant than relying solely on external consultants or benchmarking. While best practices are informative, original ideas tailored to organizational capabilities and market needs drive true innovation. Product elimination may reduce complexity but does not inherently foster creativity.#IASP SPP Study Guide - Innovation Management##Prahalad & Ramaswamy, Co-creation of Value#

NEW QUESTION # 147

Which of the following is MOST responsible for changing organization culture to better align it with a new strategy?

- A. Chief executive officer and the senior management team
- B. Planning team
- C. Human resources department
- D. Consultant retained to lead the effort

Answer: A

Explanation:

The chief executive officer (CEO) and senior management team hold primary responsibility for changing organizational culture to align with new strategic directions. Their leadership behaviors, decisions, and communications set the tone and expectations that influence culture. The IASP SPP framework emphasizes that cultural transformation requires visible and sustained commitment from top leaders who model desired values and allocate resources accordingly. While HR and consultants can facilitate initiatives, the authority and influence of senior leadership are essential to embed cultural change and ensure organizational-wide adoption.#IASP SPP Study Guide - Culture Change##Kotter, Leading Change#

NEW QUESTION # 148

Cost reduction can be MOST consistently achieved by

- A. Investing heavily in information technology
- B. Reducing unnecessary processes
- C. Pressuring suppliers to cut corners
- D. Reducing staff to minimum essential levels

Answer: B

Explanation:

Consistent cost reduction is best achieved by eliminating unnecessary or non-value-adding processes, streamlining operations for efficiency. The IASP SPP curriculum highlights process optimization as a sustainable cost control strategy, unlike aggressive supplier pressure or workforce cuts, which can harm quality or morale. IT investments can enable cost reduction but are not guaranteed.#IASP SPP Study Guide - Cost Management##Deming, Total Quality Management#

NEW QUESTION # 149

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

- A. Describes the organization's core values and the key processes used to satisfy its customers and stakeholders
- B. Is a forward looking and emotionally grabbing sentence that identifies where the organization aspires to be 3 or more years in the future

- C. Lists strategic goals and performance measures
- D. Describes the purpose of the organization, the services and products provided, and how the organization creates value for its customers

Answer: D

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 # 150

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