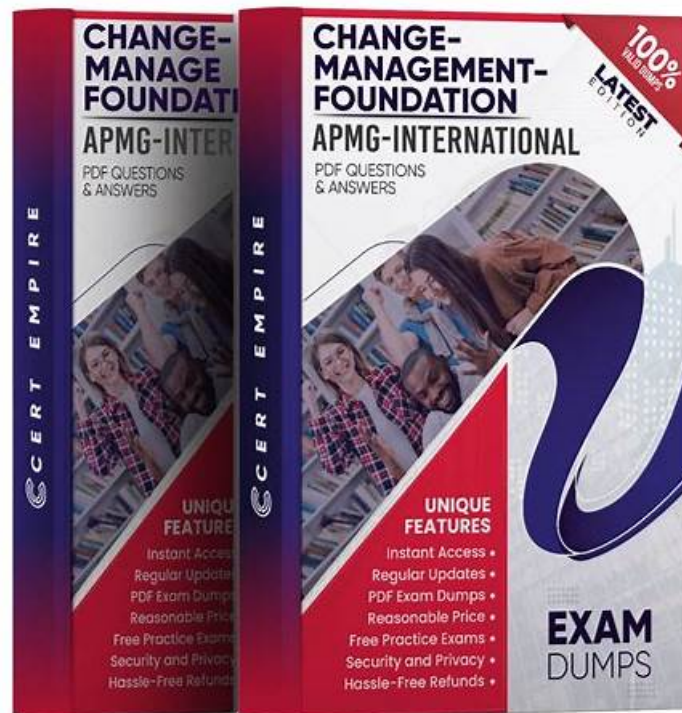


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APMG-International Change-Management-Foundation Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">communication methods and channels, and effective messaging for different stakeholder groups.
Topic 2	<ul style="list-style-type: none">Ethics and Change Management: This section covers ethical considerations in change management, managing the human side of change, and organizational and individual needs.
Topic 3	<ul style="list-style-type: none">Communication in Change Management: This section covers developing a communication strategy
Topic 4	<ul style="list-style-type: none">Change Management Models and Theories: This section discusses and Kübler-Ross Change Curve.
Topic 5	<ul style="list-style-type: none">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 6	<ul style="list-style-type: none">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 7	<ul style="list-style-type: none"> • Introduction to Change Management: This section covers the definition and importance of change management, types of organizational change, and the role of change managers.
Topic 8	<ul style="list-style-type: none"> • Organizational Culture and Change: This section covers the understanding of organizational culture, the impact of culture on change initiatives, and cultural change.
Topic 9	<ul style="list-style-type: none"> • Stakeholder Management: This section covers identifying stakeholders, stakeholder analysis techniques

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You must have thought about moving forward successfully in this competitive and fast-changing technological world. If you want to boost your career APMG-International Change-Management-Foundation certification is the most acclaimed and honorable certificate in the tech sector. But the confusion regarding the preparation and relevant APMG-International Change-Management-Foundation Practice Test questions must have emerged in your mind too.

APMG-International Change Management Foundation Exam Sample Questions (Q38-Q43):

NEW QUESTION # 38

Which MNTI preference is characterized by being spontaneous and disliking detailed plans?

- A. Introvert
- B. Feeling
- C. Intuition
- **D. Perceiving**

Answer: D

Explanation:

According to the Myers-Briggs Type Indicator (MBTI), perceiving is one of the four preference pairs that describe how people interact with the world and make decisions. Perceiving refers to preferring to keep options open, being spontaneous, and disliking detailed plans. The other options are not preferences, but dimensions of preferences. Intuition and feeling are opposite to sensing and thinking, respectively, while introvert is opposite to extrovert. References: <https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper%2011%20-%20v1.0.pdf> (page 11)

NEW QUESTION # 39

Which of the following is a purpose of creating a change management plan when preparing for change?

- A. Capture of full list of issues to be resolved before change can start
- **B. Record a list of all the change risks and the responsive actions required.**
- C. Document the set of typically recurring actions that contribute to change readiness'
- D. Provide a detailed schedule of project and their dependencies

Answer: B

Explanation:

Explanation

One of the purposes of creating a change management plan when preparing for change is to record a list of all the change risks and the responsive actions required. This helps to identify potential threats and opportunities for the change and plan how to mitigate or exploit them. The other options are not purposes of a change management plan, but rather outcomes or inputs of other processes or activities. References:

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

NEW QUESTION # 40

What role in change must promote an idea to potential Sponsors?

- A. Targets
- B. Sponsor
- C. Change Agent
- D. Idea-Generator

Answer: C

Explanation:

Explanation

According to the Change Management Institute's Change Management Roles Model, there are four main roles in change: Idea-Generator, Sponsor, Change Agent, and Target. Idea-Generator is the role that identifies the need for change and proposes a solution. Sponsor is the role that authorizes and funds the change. Change Agent is the role that promotes an idea to potential Sponsors and implements the change once it is approved.

Target is the role that is affected by the change and needs to adopt new behaviors or ways of working.

References:

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

NEW QUESTION # 41

Which statement describes 'shared values' in the McKinsey 7S model?

- A. The ability of employees to perform their roles
- B. The attitude of staff toward their work
- C. The introduction of matrix management
- D. The management style adopted by senior leaders

Answer: B

Explanation:

The McKinsey 7S model is a framework to analyze and improve organizational performance and effectiveness. The model consists of seven interrelated elements: strategy, structure, systems, shared values, skills, style, and staff. Shared values refer to the core values and beliefs that guide the organization's vision, mission, and culture. The attitude of staff toward their work is an example of shared values. The other options are examples of other elements in the model.

References: <https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper%2012%20-%20v1.0.pdf> (page 11)

NEW QUESTION # 42

According to Morgan, what metaphor applies to an organization that has structured and tightly-controlled processes?

- A. Brains
- B. Flux and transformation
- C. Political systems
- D. Machines

Answer: D

Explanation:

Explanation

According to Morgan, machines is a metaphor that applies to an organization that has structured and tightly-controlled processes. This metaphor views organizations as rational, efficient, and predictable systems that operate according to predefined rules and procedures. This metaphor emphasizes order, stability, hierarchy, and control.

References:

* https://www.mindtools.com/pages/article/newSTR_90.htm

* https://www.researchgate.net/publication/228163085_Images_of_Organization

NEW QUESTION # 43

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