

Change-Management-Foundation学習教材をダウンロードすると、Change Management Foundation Examに合格したことになります



BONUS! ! ! GoShiken Change-Management-Foundationダンプの一部を無料でダウンロード: https://drive.google.com/open?id=1BgfhQkZl5RbM-S3DyH1C_-Zp4e8Wz0

今日では、柔軟な学習方法が電子製品の開発でますます一般的になっています。最新の技術は、同様に、我々はこの分野で最も主導的な地位にあることから、当社APMG-InternationalのChange-Management-Foundation実際の試験に適用されています。また、あなたは私たちのChange-Management-Foundation練習材料の3つのバージョンが存在するために多様な選択肢があります。同時に、Change-Management-Foundation試験に合格し、Change-Management-Foundation学習教材の有効性と正確性について希望のChange-Management-Foundation認定を取得する必要があります。

APMG-International Change-Management-Foundation 認定試験の出題範囲:

トピック	出題範囲
トピック 1	<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.
トピック 2	<ul style="list-style-type: none">Communication in Change Management: This section covers developing a communication strategy
トピック 3	<ul style="list-style-type: none">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.
トピック 4	<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.
トピック 5	<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.
トピック 6	<ul style="list-style-type: none">Introduction to Change Management: ThLewin'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.
トピック 7	<ul style="list-style-type: none">Change Management Planning: This section covers creating a change management plan, integrating change management with project management, and resource allocation for change initiatives.

Change-Management-Foundationソフトウェア、Change-Management-Foundation資格模擬

もしあなたはIT業種でもっと勉強になりたいなら、GoShikenを選んだ方が良いです。GoShikenのAPMG-InternationalのChange-Management-Foundation試験トレーニング資料は豊富な経験を持っている専門家が長年の研究を通じて開発されたものです。それは正確性が高くて、カバー率も広いです。GoShikenのAPMG-InternationalのChange-Management-Foundation試験トレーニング資料を手に入れたら、成功に導く鍵を手に入れるのに等しいです。

APMG-International Change Management Foundation Exam 認定 Change-Management-Foundation 試験問題 (Q28-Q33):

質問 #28

Which approach is recommended for helping people through the 'change curve'?

- A. Advise people not to discuss their problems with colleagues
- B. **Actively involve line managers in listening and providing support**
- C. Assume that everyone will eventually move on in time to deal with the change
- D. Recognize negative emotions as a sign that the change is being managed badly

正解: B

解説:

Comprehensive and Detailed In-Depth Explanation:

The 'change curve' (based on Kubler-Ross's model) describes emotional stages individuals experience during change: shock, denial, frustration, depression, experiment, decision, and integration. The APMG Change Management Foundation stresses proactive support to guide people through these stages effectively. Option A ("Actively involve line managers in listening and providing support") is recommended because line managers are well-positioned to offer personalized support, listen to concerns, and help staff navigate emotions-key to moving through the curve. Option B misinterprets negative emotions as a management failure rather than a natural response, Option C isolates individuals, and Option D is passive and unsupported by the framework.

質問 #29

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

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

正解: A

解説:

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%205%20-%20v1.0.pdf> (page 11)

質問 #30

According to Pink, which three factors are key motivators for "knowledge work"?

- A. Hygiene factors, autonomy, and self-actualization
- B. Autonomy, safety, and self-esteem
- **C. Autonomy, mastery, and purpose**

- D. Dissatisfiers, rewards, and safety

正解: C

解説:

Comprehensive and Detailed In-Depth Explanation:

Daniel Pink's motivation theory, integrated into the APMG Change Management Foundation, redefines drivers for knowledge work (tasks requiring creativity and problem-solving). Let's unpack this thoroughly:

*Pink's Theory: In Drive, Pink argues traditional motivators (e.g., pay) are insufficient for knowledge workers. He proposes three intrinsic factors: Autonomy (control over work), Mastery (improving skills), and Purpose (connecting to a larger goal). These resonate with modern change contexts where engagement is key.

*Option A: Dissatisfiers, rewards, and safety - Dissatisfiers and rewards echo Herzberg's extrinsic factors (e.g., salary), while safety might relate to job security. Pink critiques these as outdated for knowledge work, focusing instead on intrinsic drivers, so this is incorrect.

*Option B: Autonomy, safety, and self-esteem - Autonomy fits Pink's model, but safety and self-esteem align more with Maslow's hierarchy (security and esteem needs) than Pink's focus. They're not his core triad, making this wrong.

*Option C: Hygiene factors, autonomy, and self-actualization - Hygiene factors (Herzberg's term for basics like pay) aren't Pink's focus, though autonomy is correct. Self-actualization (Maslow) is broader than Mastery or Purpose, missing Pink's specificity.

*Option D: Autonomy, mastery, and purpose - Correct. Autonomy lets workers shape their tasks (e.g., choosing how to implement a change). Mastery drives skill growth (e.g., mastering a new tool). Purpose ties work to meaning (e.g., improving customer lives). The APMG framework applies this to change, like motivating a team to adopt a system by giving them control, skill-building, and a clear "why."

*Example: A developer adopting Agile might thrive with autonomy (setting their sprint tasks), mastery (learning new coding techniques), and purpose (enhancing user experience), aligning with Pink's model and APMG's use in knowledge-intensive change.

*Contrast: Unlike Herzberg's external motivators, Pink's factors are internal, making Option D uniquely accurate.

質問 # 31

Which advantage relates to using a Persona to understand a stakeholder group?

- A. Enable a better understanding of the level of influence this stakeholder group has in the organization
- B. **Allow checking of proposed solutions against this Persona to ensure solutions provide what is needed**
- C. Facilities more creative and innovative thinking amongst members of this stakeholder group
- D. Allow tracking of how the members of this stakeholder group performance against their objectives

正解: B

解説:

A Persona is a fictional representation of a typical member of a stakeholder group, based on real data and insights. A Persona can help to understand the needs, goals, motivations, and challenges of a stakeholder group, as well as their attitudes and behaviors towards a change. One advantage of using a Persona is that it allows checking of proposed solutions against this Persona to ensure solutions provide what is needed and address any potential issues or concerns.

質問 # 32

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

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

正解: D

解説:

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)

質問 #33

最初の試行でGoShiken最短時間でChange-Management-Foundation認定を取得したい場合、効果的に便利なChange-Management-Foundation質問バンクほど刺激的なものはありません。Change-Management-Foundationトレーニング資料を早くAPMG-International使用するほど、Change-Management-Foundation試験に合格する可能性が高くなり、Change-Management-Foundation証明書を早く取得できます。私たちのChange-Management-Foundation試験問題を必ず試してみる必要があります。間違いなく満足するでしょう。それに加えて、有効かつ正確なChange-Management-Foundation学習教材だけでなく、Change Management Foundation Exam優れたサービスも世界中のお客様から高く評価されています。

Change-Management-Foundation ソフトウェア: <https://www.goshiken.com/APMG-International/Change-Management-Foundation-mondaishu.html>

P.S.GoShikenがGoogle Driveで共有している無料の2025 APMG-International Change-Management-Foundationダンズ：<https://drive.google.com/open?id=1BgfhOkZl5RbM-S3DvYH1cC-Zp4e8Wz0>