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APMG-International Change Management Foundation Exam Sample Questions (Q27-Q32):

NEW QUESTION # 27

Which is a description of the role of Line Management in the change process?

- A. Provides financial resources to support specific change tasks
- **B. Tests thinking and advises on effective delivery of change**
- C. Ensure senior managers are committed to the changes
- D. Develops communications networks across the organization

Answer: B

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. Line Management is a sub-role of Change Agent, which is the role that promotes an idea to potential Sponsors and implements the change once it is approved. Line Management tests thinking and advises on effective delivery of change, as well as supports and coaches staff through the change. The other options are not descriptions of the role of Line Management, but rather of other roles or activities in the change process. References:

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

NEW QUESTION # 28

Which of the key principles, for building and maintaining engagement throughout change, is demonstrated when we are able to talk about anything, maintain trust, and reach a good outcome?

- A. Dialogue
- B. Connectivity
- C. Inclusivity
- D. Transparency

Answer: A

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The APMG Change Management Foundation identifies four key principles for engagement: Inclusivity, Connectivity, Transparency, and Dialogue. The scenario describes open communication ("talk about anything"), trust, and achieving positive outcomes, which directly aligns with the principle of Dialogue.

Dialogue emphasizes two-way, trust-based communication that fosters understanding and collaboration, enabling stakeholders to discuss concerns openly and work toward solutions. Inclusivity focuses on involving everyone, Connectivity on linking people and ideas, and Transparency on sharing information—none of which fully encapsulate the trust and conversational outcome described here.

NEW QUESTION # 29

Which of the common Agile concepts, behaviours, and techniques delivers a version of a product with just enough features to be usable by early customers who can then provide feedback for future product development?

- A. Self-organised teams
- B. Empowerment
- C. Minimum viable product
- D. Full transparency

Answer: C

NEW QUESTION # 30

According to the Bechard and Harris change formula' which response will increase an individual's dissatisfaction with the status quo?

- A. Amend performance targets during the change
- B. Clarify the steps users need to take
- C. Communicate the danger of inaction
- D. Focus on the benefits of the change

Answer: B

Explanation:

The Beckhard and Harris change formula is a tool to assess the readiness and motivation for change in an organization. The formula states that change will happen when $D \times V \times F > R$, where D is dissatisfaction with the status quo, V is vision of the desired future state, F is first steps or action plan for the change, and R is resistance to change. To increase an individual's dissatisfaction with the status quo, one possible action is to communicate the danger of inaction, such as the risks, threats, or losses that may occur if no change is made.

This can create a sense of urgency and need for change among the individual. The other options are not actions that will increase dissatisfaction with the status quo, but rather actions that will address other factors in the formula.

NEW QUESTION # 31

Which of the following statements about stakeholder identification are true?

Stakeholder identification is based on the anticipated impact of change Stakeholder identification begins with stakeholder mapping

- A. Neither 1 nor 2 is true
- **B. Only 1 is true**
- C. Both 1 and 2 are true
- D. Only 2 is true

Answer: B

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The APMG Change Management Foundation emphasizes a systematic approach to stakeholder identification.

Statement 1 ("Stakeholder identification is based on the anticipated impact of change") is true, as stakeholders are identified by assessing who will be affected by or can influence the change. Statement 2 ("Stakeholder identification begins with stakeholder mapping") is false because identification precedes mapping; stakeholders must first be identified before their relationships and influence can be mapped. Thus, only Statement 1 is correct.

NEW QUESTION # 32

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