

Change-Management-Foundation Prüfungs, Change-Management-Foundation Zertifikatsfragen



P.S. Kostenlose und neue Change-Management-Foundation Prüfungsfragen sind auf Google Drive freigegeben von PrüfungFrage verfügbar: https://drive.google.com/open?id=1pX8NCTXvu3aK68jKnrZVGILeR_X912Mn

PrüfungFrage ist eine Website, die den IT-Kandidaten die Schulungsunterlagen, die ganz speziell sind und den Kandidaten somit viel Zeit und Energie ersparen können, bietet. Unsere Prüfungsfragen und Antworten zur APMG-International Change-Management-Foundation Zertifizierung sind den realen Themen sehr ähnlich. Mit Hilfe von den Simulationsprüfung von PrüfungFrage können Sie ganz schnell die APMG-International Change-Management-Foundation Prüfung 100% bestehen. Es ist doch wert, mit so wenig Zeit und Geld gute Resultate zu bekommen. Schicken Sie doch schnell die Schulungsunterlagen zur APMG-International Change-Management-Foundation Prüfung von PrüfungFrage in den Warenkorb.

APMG-International Change-Management-Foundation Prüfungsplan:

Thema	Einzelheiten
Thema 1	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.
Thema 2	Communication in Change Management: This section covers developing a communication strategy
Thema 3	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.
Thema 4	Introduction to Change Management: This section covers the definition and importance of change management, types of organizational change, and the role of change managers.
Thema 5	Ethics and Change Management: This section covers ethical considerations in change management, managing the human side of change, and organizational and individual needs.
Thema 6	Stakeholder Management: This section covers identifying stakeholders, stakeholder analysis techniques
Thema 7	Organizational Culture and Change: This section covers the understanding of organizational culture, the impact of culture on change initiatives, and cultural change.
Thema 8	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.

Wir machen Change-Management-Foundation leichter zu bestehen!

PrüfungFrage hat riesiges Expertenteam. Sie untersucht ständig nach ihren Kenntnissen und Erfahrungen die APMG-International Change-Management-Foundation (Change Management Foundation Exam) IT-Zertifizierungsprüfung in den letzten Jahren. Ihre Forschungsergebnisse sind nämlich die Produkte von PrüfungFrage. Die Fragen und Antworten zur APMG-International Change-Management-Foundation Zertifizierungsprüfung von PrüfungFrage sind den realen Fragen und Antworten sehr ähnlich. Sie können vielen helfen, ihren Traum zu verwirklichen. PrüfungFrage verspricht, dass Sie die APMG-International Change-Management-Foundation (Change Management Foundation Exam) Prüfung erfolgreich zu bestehen. Sie können beruhigt PrüfungFrage in Ihren Warenkorb schicken. Mit PrüfungFrage können Sie Ihren Wunsch sofort erfüllen.

APMG-International Change Management Foundation Exam Change-Management-Foundation Prüfungsfragen mit Lösungen (Q28-Q33):

28. Frage

Which approach to fostering engagement and collaboration represents best practice for getting the MOST from social channels during change?

- A. Encourage people to make unrestricted use of social media
- B. Allow people to evolve local rules on how to use social media
- **C. Make clear to people what is considered acceptable use of social media**
- D. Encourage individuals to link workplace social media with external contacts

Antwort: C

Begründung:

Explanation

Social media is a type of communication channel that allows for online interaction and collaboration among people. Social media can be used to foster engagement and collaboration during change, as it can provide information, feedback, support, and innovation. However, social media also poses some challenges and risks, such as misinformation, distraction, or conflict. Therefore, the best practice for getting the most from social channels during change is to make clear to people what is considered acceptable use of social media, such as the purpose, tone, frequency, and content of the messages. The other options are not best practices, as they either encourage unrestricted or restricted use of social media, which can have negative consequences for the change.

29. Frage

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

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

Antwort: A

Begründung:

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.

30. Frage

According to the brain science of resistance, which of the key neural factors is an example of a fixed mindset?

- A. Cognitive rigidity
- B. Emotional reaction to forced change
- C. Routine seeking
- D. Short-term focus

Antwort: A

Begründung:

Comprehensive and Detailed In-Depth Explanation:

The APMG Change Management Foundation integrates neuroscience to explain resistance, including factors like those listed. A fixed mindset (per Carol Dweck) resists growth or change, believing abilities are static.

Let's analyze each option in this context:

*Option A: "Routine seeking" - This reflects a preference for familiarity, a common resistance trigger (e.g., preferring old processes). While linked to comfort, it's not inherently a fixed mindset but a behavioral tendency, so it's not the best fit.

*Option B: "Emotional reaction to forced change" - This is a threat response (e.g., fear from SCARF's Certainty domain), driving resistance emotionally. It's situational, not a mindset, making it incorrect.

*Option C: "Cognitive rigidity" - This is the correct answer. Cognitive rigidity is the inability or unwillingness to adapt thinking, a hallmark of a fixed mindset. For example, someone insisting "This is how we've always done it" resists new learning, aligning with neuroscience on inflexible neural patterns and the APMG's focus on mindset barriers.

*Option D: "Short-term focus" - This prioritizes immediate results over long-term gains, a resistance factor, but it's a strategic choice, not a fixed mindset.

Option C best exemplifies a fixed mindset, as it directly ties to the neuroscience of entrenched thinking patterns that hinder change acceptance, a key resistance driver in the framework.

31. Frage

Which statement about Senge's system thinking model is correct?

- A. Processes in organizations can either support or limit the effectiveness of change
- B. Leadership support is NOT required in the systems thinking model
- C. Change can be planned and implemented using an eight-stage model
- D. Change must be driven primarily by senior sponsors

Antwort: A

Begründung:

Senge's system thinking model is a holistic approach to understand how different elements in an organization interact and influence each other. Processes are one of the elements that can either support or limit the effectiveness of change, depending on how they are designed and implemented. The other statements are not correct, as they do not reflect Senge's model. References: <https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper%204%20-%20v1.0.pdf> (page 11)

32. Frage

Which is a benefit of using change agent networks?

- A. They provide reports to management on staff performance
- B. They take charge of defining and appropriate strategy for change
- C. They help people keep up to date and involved in the change
- D. They take accountability for delivering all change objectives within agreed timescales

Antwort: C

Begründung:

Explanation

Change agent networks are groups of people who act as advocates, champions, or ambassadors for a change within an organization. They can help to communicate, implement, and sustain the change at different levels and locations. One of the benefits of using change agent networks is that they help people keep up to date and involved in the change, as they provide information, feedback, support, and guidance throughout the change process. The other options are not benefits of using change agent networks, as they either imply different roles or responsibilities for the change agent networks or are not relevant to their function. References: <https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper> (page 11)

33. Frage

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Der Kundendienst ist ein wichtiger Standard für eine Firma und Prüfung Frage bemüht sich sehr dafür. Nachdem die Kunden APMG-International Change-Management-Foundation Prüfungsunterlagen gekauft haben, geben wir ihnen rechtzeitiger Bescheid über die Aktualisierungsinformation der APMG-International Change-Management-Foundation und schicken die neueste Version per E-Mail. Dieser Aktualisierungsdienst ist innerhalb einem Jahr gratis. Wir sind getrost mit unseren Produkten. Deshalb garantieren wir, falls Sie nach dem Benutzen der APMG-International Change-Management-Foundation Prüfungsunterlagen die Prüfung nicht bestehen, werden wir Ihnen mit voller Rückerstattung unser Bedauern zeigen.

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