

# Change-Management-Foundation Valid Test Review | Sample Change-Management-Foundation Questions Answers



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## APMG-International Change-Management-Foundation Convenient PDF Format

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

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• Ethics and Change Management: This section covers ethical considerations in change management, managing the human side of change, and organizational and individual needs.</li></ul>
Topic 2	<ul style="list-style-type: none"><li>• Change Management Planning: This section covers creating a change management plan, integrating change management with project management, and resource allocation for change initiatives.</li></ul>

Topic 3	<ul style="list-style-type: none"> <li>communication methods and channels, and effective messaging for different stakeholder groups.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>Introduction to Change Management: This section covers the definition and importance of change management, types of organizational change, and the role of change managers.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>Stakeholder Management: This section covers identifying stakeholders, stakeholder analysis techniques</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 8	<ul style="list-style-type: none"> <li>Organizational Culture and Change: This section covers the understanding of organizational culture, the impact of culture on change initiatives, and cultural change.</li> </ul>
Topic 9	<ul style="list-style-type: none"> <li>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.</li> </ul>

## APMG-International Change Management Foundation Exam Sample Questions (Q101-Q106):

### NEW QUESTION # 101

Which of the following statements about two-way communication are true?

Two way communication is useful for getting important information out quickly to large groups of people Two-way communication encourages and increases people's motivation to interact to find out more.

- A. Neither 1 or 2 is true
- B. Both 1 and 2 are true
- C. Only 2 is true
- D. Only 1 is true

**Answer: C**

Explanation:

Explanation

Two-way communication is a type of communication that allows for feedback, interaction, and dialogue between the sender and the receiver. Two-way communication is useful for engaging stakeholders, building trust and rapport, clarifying expectations, and resolving issues. Two-way communication encourages and increases people's motivation to interact to find out more, as they feel valued and involved in the change.

Therefore, statement 2 is true. However, two-way communication is not useful for getting important information out quickly to large groups of people, as it can be time-consuming, complex, and inconsistent. For this purpose, one-way communication, such as newsletters, emails, or announcements, may be more suitable.

Therefore, statement 1 is not true. References:

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

### NEW QUESTION # 102

Which advice is given about managing the 'complex responsive processes' that surround emergent change?

- A. Focus on the main purpose of the change rather than specific events
- B. He prepared to spend time addressing every specific issue that arises
- C. Restrict communications about change to only those who need to know
- D. Ignore any 'unofficial' discussions between managers and staff

**Answer: A**

Explanation:

Emergent change is a type of change that arises from within an organization, rather than being imposed from outside. Emergent change is influenced by complex responsive processes, which are the patterns of interaction and communication that occur among people in an organization. To manage these processes, change leaders should focus on the main purpose of the change rather than specific events, as this helps to create a shared vision and direction for the change. The other options are not good advice for managing complex responsive processes, as they either ignore, restrict, or overreact to them, which can hinder the emergence and adaptation of the change. References: <https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper%2032%20-%20v1.0.pdf> (page 11)

#### NEW QUESTION # 103

Which is an engagement level of Mayfield's stakeholder radar technique?

- A. Required
- B. Ideal
- C. Vital
- D. Must have

**Answer: A**

Explanation:

Explanation

Mayfield's stakeholder radar technique identifies four levels of engagement for stakeholders: required, desired, actual, and planned. The required level of engagement is the minimum level that is necessary for the stakeholder to support the change or at least not resist it. References:

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

#### NEW QUESTION # 104

Which of the following is an important way a change manager supports sponsors in their role?

- A. Offer them feedback and coaching
- B. Gain the commitment of other executive leaders
- C. Protect them from the demands of line leaders
- D. Prepare the change vision for them

**Answer: A**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

Change managers in APMG coach sponsors (e.g., on communication), not define vision (sponsor's role) or shield them-Option C is key support.

#### NEW QUESTION # 105

According to Honey and Munford, which learning style would team BEST through watching a video showing a new being undertaken in the work environment?

- A. Pragmatist
- B. Activist
- C. Reflector
- D. Theorist

**Answer: C**

Explanation:

Explanation

Reflectors are people who prefer to learn by observing and thinking about their experiences. They enjoy taking time to consider new information and ideas and tend to be thoughtful and analytical. Watching a video showing a new being undertaken in the work environment would suit their learning style as they can observe how others do it and reflect on the implications and outcomes.

References:

\* <https://www.simplimba.com/honey-and-mumford-model/>

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