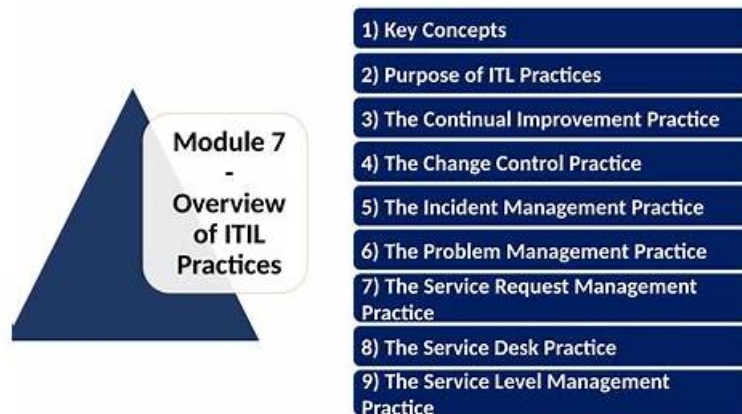


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APMG-International Change Management Foundation Exam Sample Questions (Q82-Q87):

NEW QUESTION # 82

Which of the following statements about diverse teams are true?

1. Quicker to make decisions than teams of 'similars'
2. Members understand each other immediately

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

Answer: B

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The APMG Change Management Foundation materials discuss diverse teams in the context of team dynamics and effectiveness. Statement 1 ("Quicker to make decisions than teams of 'similars'") is false because diverse teams, while often more creative and thorough, typically take longer to reach decisions due to differing perspectives requiring reconciliation. Statement 2 ("Members understand each other immediately") is also false, as diversity in backgrounds, experiences, and viewpoints often leads to initial misunderstandings that require time and effort to overcome. Diverse teams excel in innovation and problem-solving but not in speed or instant mutual understanding, making neither statement true.

NEW QUESTION # 83

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

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

Answer: D

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 # 84

An organization has decided to roll out the transition to a new software application one department at a time. What type of delivery strategy is being adopted?

- A. Many small incremental/iterative releases
- B. Voluntary Adoption
- **C. Phased**
- D. Big Bang

Answer: C

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The APMG Change Management Foundation outlines several change delivery strategies. A Phased approach (Option B) involves rolling out change gradually across segments (e.g., one department at a time), allowing controlled implementation and adjustment. This contrasts with Big Bang (A), where change occurs simultaneously across the organization; Voluntary Adoption (C), where individuals opt-in; and Many small incremental/iterative releases (D), which involve frequent small updates rather than departmental phases. The scenario clearly describes a phased rollout.

NEW QUESTION # 85

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. Facilitates more creative and innovative thinking amongst members of this stakeholder group
- **C. Allow checking of proposed solutions against this Persona to ensure solutions provide what is needed**
- D. Allow tracking of how the members of this stakeholder group performance against their objectives

Answer: C

Explanation:

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.

NEW QUESTION # 86

Which action, taken as part of the four-step emergent change process, addresses the current consequences of the change not yet being a reality?

- A. Identify what people are experiencing once the changes are complete
- B. Create a vision statement that captures the desired future state
- C. Capture what people are experiencing in the present state
- **D. Develop a route-map for implementing the required changes**

Answer: D

Explanation:

The four-step emergent change process is a tool to facilitate change that emerges from within an organization, rather than being imposed from outside. The four steps are:

- * Capture what people are experiencing in the present state
- * Identify what people are experiencing once the changes are complete
- * Create a vision statement that captures the desired future state
- * Develop a route-map for implementing the required changes

Therefore, the action that addresses the current consequences of the change not yet being a reality is to capture what people are experiencing in the present state. References: <https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper%202022%20-%20v1.0.pdf> (page 11)

NEW QUESTION # 87

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