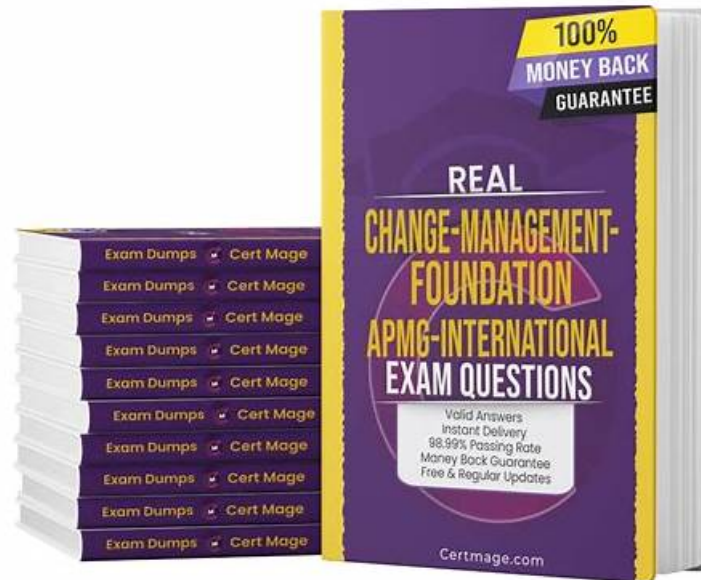


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## APMG-International Change-Management-Foundation Exam Syllabus

### Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"><li>Stakeholder Management: This section covers identifying stakeholders, stakeholder analysis techniques</li></ul>
Topic 3	<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 4	<ul style="list-style-type: none"><li>Change Management Models and Theories: This section discusses and Kübler-Ross Change Curve.</li></ul>
Topic 5	<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>
Topic 6	<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 7	<ul style="list-style-type: none"><li>Communication in Change Management: This section covers developing a communication strategy</li></ul>
Topic 8	<ul style="list-style-type: none"><li>communication methods and channels, and effective messaging for different stakeholder groups.</li></ul>

## APMG-International Change Management Foundation Exam Sample Questions (Q65-Q70):

### NEW QUESTION # 65

According to Trompenaars and Hampden-Turner, which example is a level three basic assumption' expression of culture?

- A. Meeting customer need is more important than profit
- B. Senior management grades are entitled to 'executive' chairs
- C. The team motto is 'to deliver excellent service'
- D. The required behaviors are set out in the employee's guide

**Answer: A**

Explanation:

Explanation

According to Trompenaars and Hampden-Turner, culture can be expressed at three levels: artifacts, values, and basic assumptions. Artifacts are the visible and tangible manifestations of culture, such as symbols, rituals, and heroes. Values are the shared beliefs and preferences that guide behavior and decision making. Basic assumptions are the unconscious and taken-for-granted beliefs that underlie values and artifacts. Meeting customer need is more important than profit is an example of a basic assumption, as it reflects a deep-rooted belief that influences the values and artifacts of the organization. The other options are examples of artifacts or values, not basic assumptions. References:

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

### NEW QUESTION # 66

When change takes a long time to embed, which is the MOST likely stakeholder response that may affect its momentum?

- A. Change work priorities to devote more time to change

- B. Complain to senior management that change is being badly managed
- C. Redefine the changes to suite then better
- D. Withdraw attraction and focus on day to day tasks

**Answer: D**

Explanation:

When change takes a long time to embed, stakeholders may lose interest, enthusiasm, or commitment to the change. They may withdraw attention and focus on day to day tasks, as they feel that the change is not relevant, urgent, or beneficial for them. This may affect the momentum and success of the change. Therefore, option B is the most likely stakeholder response that may occur in this situation. The other options are less likely, as they either imply more involvement, effort, or feedback from the stakeholders. References:

<https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper%202024%20-%20v1.0.pdf> (page 11)

### NEW QUESTION # 67

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 must e driven primary by senior sponsors
- D. Change can beplanned and implemented using an eight-stage model

**Answer: A**

Explanation:

Explanation

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> (page 11)

### NEW QUESTION # 68

In which step of the Continuous Change Management Cycle should change actions be broken into smaller tasks?

- A. Ideas
- B. Discovery
- C. Action
- D. Prioritization

**Answer: C**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The Continuous Change Cycle (Discovery, Ideas, Prioritization, Action) in APMG is iterative. Breaking actions into tasks occurs in Action, where plans are executed. Let's analyze:

\*Discovery: Assesses needs (e.g., low morale). No tasks yet-just insights.

\*Ideas: Generates solutions (e.g., better communication). Still conceptual.

\*Prioritization: Ranks ideas (e.g., training first). Defines what, not how.

\*Action: Correct. Implements plans, breaking them into tasks (e.g., "schedule training" vs. "launch campaign"). APMG stresses manageability here.

\*Example: A morale boost via training is split into actionable steps (e.g., book trainer, set dates) in Action.

### NEW QUESTION # 69

Social neuroscience summarizes 5 brain processes involved in social situations using the mnemonic SCARF.

What does the F represent?

- A. Fight

- B. Fairness
- C. Fear
- D. Faith

**Answer: B**

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The SCARF model, developed by David Rock and integrated into the APMG Change Management Foundation, describes five domains influencing brain responses in social contexts: Status, Certainty, Autonomy, Relatedness, and Fairness. The "F" stands for Fairness (Option A), which reflects the brain's sensitivity to equitable treatment. Faith (B), Fear (C), and Fight (D) are not part of the SCARF model, making Fairness the correct answer aligned with neuroscience principles in change management.

## NEW QUESTION # 70

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