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>> Change-Management-Foundation證照考試 <<

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如何才能快速的通過 Change-Management-Foundation 考試呢？下麵給你推薦 PDFExamDumps 考古題，我們的 APMG-International 的 Change-Management-Foundation 考試培訓資料是以PDF和軟體格式提供，它包含 Change-Management-Foundation 考試的試題及答案，而剛剛上線的 APMG-International Change-Management-Foundation 題庫是考生需要重點把握和瞭解的。也只有在看書和看資料的基礎上認真地做 APMG-International Change-Management-Foundation 真題，才能使複習達到事半功倍的效果。

APMG-International Change-Management-Foundation 考試大綱：

主題	簡介
主題 1	<ul style="list-style-type: none">Introduction to Change Management: ThiLewin's 3-Stage Model, Kotter's 8-Step Process, ADKAR Model, s section covers the definition and importance of change management, types of organizational change, and the role of change managers.
主題 2	<ul style="list-style-type: none">communication methods and channels, and effective messaging for different stakeholder groups.

主題 3	<ul style="list-style-type: none"> Stakeholder Management: This section covers identifying stakeholders, stakeholder analysis techniques
主題 4	<ul style="list-style-type: none"> 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.
主題 5	<ul style="list-style-type: none"> Communication in Change Management: This section covers developing a communication strategy

最新的 Change Management Change-Management-Foundation 免費考試真題 (Q46-Q51):

問題 #46

According to Glaser and Glaser, which element of team effectiveness enables team members to help each other address challenges?

- A. Team mission, planning and goal setting.
- B. Team roles
- C. Team inter-personal relationships
- D. Team operating processes

答案: C

解題說明:

Explanation

According to Glaser and Glaser, team effectiveness is influenced by four elements: team mission, planning and goal setting; team roles; team operating processes; and team inter-personal relationships. Team inter-personal relationships refer to the quality of communication, trust, respect, and collaboration among team members.

This element enables team members to help each other address challenges, as well as share feedback, ideas, and emotions.

References:

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

問題 #47

When assessing the impact and severity of options on how to handle change, not all costs are financial. What type of cost is reflected in the downtime experienced while staff are trained to use a new process or system?

- A. Safety & Wellbeing
- B. Productivity dip
- C. Opportunity
- D. Reputational

答案: B

解題說明:

Comprehensive and Detailed In-Depth Explanation:

The APMG Change Management Foundation recognizes that change impacts extend beyond financial costs, including non-monetary factors. A "productivity dip" (Option A) refers to the temporary reduction in output or efficiency during a transition, such as when staff are trained on new systems, directly matching the scenario described. Safety & Wellbeing (B) relates to health risks, Reputational (C) to public perception, and Opportunity (D) to missed alternatives—none of which describe training downtime as precisely as a productivity dip, a common metric in change impact assessments.

問題 #48

What stage immediately follows the reflective observation stage, described in Kolb's learning cycle?

- A. Abstract conceptualization
- B. Concrete experience
- C. No other stage follows reflective observation
- D. Practical experimentation

答案： A

解題說明：

Kolb's learning cycle is a model that describes how people learn from experience. The model consists of four stages: concrete experience, reflective observation, abstract conceptualization, and active experimentation.

Concrete experience is when people have a direct involvement in a situation or activity. Reflective observation is when people review and reflect on what they have done and observed. Abstract conceptualization is when people draw conclusions and form generalizations from their reflections. Active experimentation is when people apply their learning to new situations or modify their behavior accordingly.

Therefore, the stage that immediately follows the reflective observation stage is abstract conceptualization.

References: <https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper%2025%20-%20v1.0.pdf> (page 11)

問題 #49

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

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

答案： D

解題說明：

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)

問題 #50

According to Lewin's Force-field analysis' which action needs to occur if an organization desires to make change more quickly?

- A. Restraining forces to be increased
- **B. Driving forces need to be augmented**
- C. Driving forces need to be decreased
- D. Resisting forces need to be increased

答案： B

解題說明：

Lewin's force-field analysis is a tool to identify the driving and restraining forces for a change. Driving forces are those that push for the change, while restraining forces are those that oppose or resist the change. To make change more quickly, driving forces need to be augmented (increased or strengthened) and/or restraining forces need to be reduced or removed. References: <https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper%203%20-%20v1.0.pdf> (page 11)

問題 #51

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雖然有其他的線上 APMG-International 的 Change-Management-Foundation 考試培訓資源在市場上，但我們 PDFExamDumps APMG-International 的 Change-Management-Foundation 考試培訓資料是最好的。因為我們會定期更新，始終提供準確的 APMG-International 的 Change-Management-Foundation 考試認證資料，我們 PDFExamDumps APMG-International 的 Change-Management-Foundation 考試培訓資料提供一年的免費更新，你會得到最新的更新了的 PDFExamDumps APMG-International 的 Change-Management-Foundation 考試培訓資料。

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