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

Topic	Details
Topic 1	Stakeholder Management: This section covers identifying stakeholders, stakeholder analysis techniques
Topic 2	communication methods and channels, and effective messaging for different stakeholder groups.
Topic 3	Change Management Models and Theories: This section discusses and Kübler-Ross Change Curve.

Topic 4	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.
Topic 5	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.
Topic 6	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.
Topic 7	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.
Topic 8	Ethics and Change Management: This section covers ethical considerations in change management, managing the human side of change, and organizational and individual needs.
Topic 9	Organizational Culture and Change: This section covers the understanding of organizational culture, the impact of culture on change initiatives, and cultural change.

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APMG-International Change Management Foundation Exam Sample Questions (Q77-Q82):

NEW QUESTION # 77

Which of the following statement about communication approaches that encourage engagement during change are true? It is helpful to delay communication until all the information is avoiding the risk of misleading people with insufficient data. An external communications agency should be asked to relay messages when dealing with a difficult change.

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

Answer: B

Explanation:

Explanation

Communication approaches that encourage engagement during change should be timely, transparent, honest, consistent, and two-way. It is not helpful to delay communication until all the information is available, as this can create uncertainty and anxiety among stakeholders. It is also not advisable to use an external communications agency to relay messages when dealing with a difficult change, as this can undermine trust and credibility of the change leaders. References:

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

NEW QUESTION # 78

What step in Kotter's model for planning and leading organizational change focuses on setting up the leadership team to drive the change?

- A. Empowering employees for broad-based action
- B. Creating the guiding coalition
- C. Generating short-term wins
- **D. Communicating the change vision**

Answer: D

Explanation:

Kotter's model for planning and leading organizational change is an eight-step model that describes how to initiate and sustain a successful change. The eight steps are:

- * Establishing a sense of urgency
- * Creating the guiding coalition
- * Developing a vision and strategy
- * Communicating the change vision
- * Empowering employees for broad-based action
- * Generating short-term wins
- * Consolidating gains and producing more change
- * Anchoring new approaches in the culture

Therefore, the step that focuses on setting up the leadership team to drive the change is creating the guiding coalition. References:

<https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper%2033%20-%20v1.0.pdf> (page 11)

NEW QUESTION # 79

Which approach is recommended for helping people through the 'change curve'?

- **A. Actively involve line managers in listening and providing support**
- B. Recognize negative emotions as a sign that the change is being managed badly
- C. Assume that everyone will eventually move on in time to deal with the change
- D. Advise people not to discuss their problems with colleagues

Answer: A

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The 'change curve' (based on Kubler-Ross's model) describes emotional stages individuals experience during change: shock, denial, frustration, depression, experiment, decision, and integration. The APMG Change Management Foundation stresses proactive support to guide people through these stages effectively. Option A ("Actively involve line managers in listening and providing support") is recommended because line managers are well-positioned to offer personalized support, listen to concerns, and help staff navigate emotions-key to moving through the curve. Option B misinterprets negative emotions as a management failure rather than a natural response, Option C isolates individuals, and Option D is passive and unsupported by the framework.

NEW QUESTION # 80

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

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

Answer: D

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:

NEW QUESTION # 81

Which is a benefit of using change agent networks?

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

Answer: A

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%2029%20-%20v1.0.pdf> (page 11)

NEW QUESTION # 82

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