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IASP Strategy Planning Professional Exam Sample Questions (Q23-Q28):

NEW QUESTION # 23

Which of the following is the FIRST thing to do when an organization needs change?

- A. Analyze what the strategic change entails from a modular and integrated perspective
- B. Interview employees to get different perspectives about the changes
- C. Eliminate all out-of-date aspects of the system
- D. Communicate clearly why change is necessary

Answer: D

Explanation:

The first and most critical step when initiating organizational change is to communicate clearly why the change is necessary. This step establishes urgency, aligns understanding, and prepares the organization emotionally and cognitively for transition. The IASP SPP curriculum, aligning with Kotter's change model, emphasizes that clear communication of the rationale reduces resistance and mobilizes stakeholders toward shared objectives. Other activities like interviews or analyses come after establishing a compelling case for change. #IASP SPP Study Guide - Change Management###Kotter, Leading Change#

NEW QUESTION # 24

Which of the following BEST describes organization strategy?

- A. Translates an organization's shared vision of the future into action for all employees
- B. Exists to support pay-for-performance systems
- C. Shows how projects and programs are managed
- D. Creates performance measures that can be used to encourage desired behaviors

Answer: A

Explanation:

Organizational strategy translates the shared vision of the future into actionable plans for all employees, aligning resources, behaviors, and goals to achieve desired outcomes. The IASP SPP curriculum emphasizes strategy as a bridge between vision and execution, driving alignment and performance throughout the organization. While performance measures, project management, and compensation systems support strategy, the fundamental role of strategy is guiding organizational action. #IASP SPP Study Guide - Strategy###Kaplan & Norton, Balanced Scorecard#

NEW QUESTION # 25

Which of the following steps is MOST appropriate when further defining the actions of a strategic plan?

- A. Break down long-term strategic plans into annual and project plans
- B. Identify which items should be completed in years 1, 2, and 3
- C. Determine success indicators for the 1, 2, and 3-year horizons
- D. Contain depiction of the long-term strategic plan to a 3-year horizon

Answer: A

Explanation:

Further defining strategic actions involves breaking long-term plans into annual and project-specific plans to operationalize strategy, assign responsibilities, and track progress. The IASP SPP curriculum emphasizes this step for translating vision and goals into manageable, time-bound activities, enabling effective monitoring and resource allocation. #IASP SPP Study Guide - Strategy Implementation###Kaplan & Norton, Balanced Scorecard#

NEW QUESTION # 26

Which of the following actions should planners NOT take when they start falling behind on implementation?

- A. Narrow the project scope
- **B. Reduce stakeholder participation**
- C. Re-assess the project schedule
- D. Renegotiate and deploy more resources

Answer: B

Explanation:

Reducing stakeholder participation when implementation is behind schedule is counterproductive. Engaged stakeholders provide critical support, resources, and feedback that can help overcome obstacles. The IASP SPP curriculum stresses inclusive problem-solving and transparency during challenges to maintain trust and momentum. Reassessing schedules, reallocating resources, and adjusting scope are appropriate recovery actions. Reducing stakeholder involvement risks increased resistance, information gaps, and further delays.

#IASP SPP Study Guide - Stakeholder Management###Freeman, Strategic Management#

NEW QUESTION # 27

Which of the following questions is MOST critical because it leads to more effective thinking and planning?

- **A. Why?**
- B. Who?
- C. What?
- D. When?

Answer: A

Explanation:

The question "Why?" drives critical reflection on purpose and rationale, enabling deeper understanding and more effective strategic thinking. The IASP SPP curriculum stresses that questioning why promotes clarity of intent, challenges assumptions, and aligns actions with fundamental goals. This foundational inquiry supports robust planning and adaptive strategy development. #IASP SPP Study Guide - Strategic Thinking###Senge, The Fifth Discipline#

NEW QUESTION # 28

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