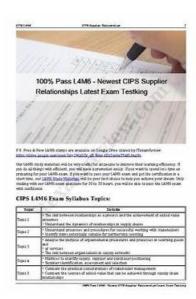
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CIPS Strategic Programme Leadership Sample Questions (Q71-Q76):

NEW QUESTION #71

Scenario:

Fin Inc is a consultancy organisation in the private sector, founded 10 years ago by CEO Geoff Davies, who runs a tight ship. Many employees are scared of Geoff, and there are rumours that he fires people for refusing overtime. Fin Inc is working with a new client on a shopping centre project led by the well-liked CFO. The client wants a flexible, collaborative contract with transparent cost-sharing.

What type of organisational structure does Fin Inc have?

- A. task
- B. power
- C. person
- D. role

Answer: B

Explanation:

The structure is centred around the CEO's authoritative style, which is indicative of a power-based structure.

NEW QUESTION #72

Golden Rainbow Ltd has invested £4m in a new research project started three years ago. The CFO calculates that the average rate of return on the project is -6%. Is this possible?

- A. yes projects can have a negative rate of return
- B. no a rate of return is always displayed as a positive number
- C. no a rate of return is expressed in years rather than as a percentage
- D. yes but this is likely to change to a positive figure shortly

Answer: A

Explanation:

A negative rate of return indicates that the project is generating a loss of 6% per annum.

NEW QUESTION #73

In a fixed lump sum contract, this pricing mechanism does not allow for any changes in price. Is this statement TRUE? Fixed lump sum contracts are widely used in construction and infrastructure projects.

Answer Options:

- A. No price changes are allowed as it is impossible to predict prices concretely in advance
- B. No price variations are permitted if they are written into the contract
- C. Yes the price is fixed before the contract is signed
- D. Yes the contractor assumes all risks should they exceed the budget

Answer: B

Explanation:

Fixed Lump Sum contracts allow limited price changes under specific conditions (p.55), such as client variation requests, force majeure, or inflation adjustments. Firm Fixed Price contracts, however, do not allow any changes. [P.55]

When should a company use redundancy to implement change? Answer Options:

- A. When losing business and reducing workload
- B. When reducing overhead costs
- C. When shifting organizational culture
- D. When expanding into new markets

Answer: C

Explanation:

Redundancy is a strategic tool for cultural change (p.208). Options A & B relate to cost-cutting and downsizing, not change. Option D involves expansion, not workforce reduction. [P.208]

NEW QUESTION #75

Which culture type is task-oriented, structured, and uses logic for decisions? Answer Options:

- A. Linear-Active
- B. Reactive
- C. Multi-Active
- D. Proactive

Answer: A

Explanation:

A Linear-Active culture (p.176) focuses on logic, organization, and process-based decision-making. Multi-Active (B) focuses on emotions and relationships.

Reactive (C) adapts to external changes.

Proactive (D) anticipates change, but does not define structure. [P.176]

NEW QUESTION #76

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