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IASPStrategy Planning Professional Exam Sample Questions (Q49-Q54):

NEW QUESTION # 49

Which of the following is MOST responsible for changing organization culture to better align it with a new strategy?

- A. Chief executive officer and the senior management team
- B. Human resources department
- C. Consultant retained to lead the effort
- D. Planning team

Answer: A

Explanation:

The chief executive officer (CEO) and senior management team hold primary responsibility for changing organizational culture to align with new strategic directions. Their leadership behaviors, decisions, and communications set the tone and expectations that influence culture. The IASP SPP framework emphasizes that cultural transformation requires visible and sustained commitment from top leaders who model desired values and allocate resources accordingly. While HR and consultants can facilitate initiatives, the authority and influence of senior leadership are essential to embed cultural change and ensure organizational-wide adoption. #IASP SPP Study Guide - Culture Change##Kotter, Leading Change#

NEW QUESTION # 50

Which of the following best describes core competencies?

- A. Are derived from core principles
- B. Are easily identified and explained

- C. Can lead to competitive advantage
- D. Rarely change over time

Answer: C

Explanation:

Core competencies are unique organizational capabilities that can create and sustain competitive advantage by enabling differentiation and value creation. The IASP SPP curriculum highlights their strategic importance for positioning and growth. While core competencies may evolve, they are not always easy to identify or derive solely from principles, requiring deep analysis. #IASP SPP Study Guide - Core Competencies##Prahalad & Hamel, The Core Competence of the Corporation#

NEW QUESTION # 51

To improve the likelihood that a plan will be followed, it must be

- A. interesting and engaging.
- B. intelligent and worthwhile.
- C. clear and executable.
- D. comprehensive and far-reaching.

Answer: C

Explanation:

A strategic plan's success depends on it being clear and executable, meaning that objectives and actions are understandable and practically achievable. The IASP SPP curriculum stresses that clarity ensures alignment and focus, while executability ensures feasibility and drives implementation. Intelligence or interest alone does not guarantee adoption, nor does complexity ensure effectiveness. #IASP SPP Study Guide - Effective Planning##Kotter, Leading Change#

NEW QUESTION # 52

Which of the following BEST describes an effective organizational mission?

- A. Describes in great detail what is done for whom, how it is done, who does it, and how well it is done
- B. Describes the role of the organization in 3-5 years
- C. Provides an emotionally inspiring picture of future success
- D. Describes the organization's purpose in an accurate and concise manner

Answer: D

Explanation:

An effective mission statement accurately and concisely describes the organization's purpose, serving as the foundation for strategy and guiding operations. The IASP SPP curriculum differentiates mission from vision, emphasizing clarity and focus in defining why the organization exists and what it does. Overly detailed or future-oriented descriptions belong in operational plans or vision statements, respectively. #IASP SPP Study Guide - Mission and Vision##Drucker, The Practice of Management#

NEW QUESTION # 53

Of the many analytical techniques available, which of the following is recommended by Rollinson and Young in Strategy in the 21st Century for analyzing Opportunities, Threats, Strengths and Weaknesses (OTSW) in part because it offers anonymity to participants?

- A. Nominal Group Technique
- B. The Delphi Approach
- C. Balanced Scorecard
- D. Storming and Forming

Answer: B

Explanation:

The Delphi Approach is a structured communication technique that solicits expert opinions anonymously through iterative rounds, allowing participants to revise their views based on group feedback without peer pressure or dominance. This anonymity improves

NEW QUESTION # 54

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