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IASPStrategy Planning Professional Exam Sample Questions (Q128-Q133):

NEW QUESTION # 128

When multiple changes are already occurring in an organization, which of the following is the best way to initiate another change?

- A. Phase in the project in small segments with a few employees
- B. Implement the total project all at once
- C. Provide stress management training first
- D. Survey employees on impact of change at this point in time

Answer: A

Explanation:

Phasing in a new project in small segments with a few employees helps manage change fatigue and resistance. This incremental approach allows learning, adjustment, and reduced disruption, which is critical when multiple changes are ongoing. The IASP SPP curriculum supports this method as best practice for managing complex organizational transitions, fostering acceptance, and ensuring more successful adoption.

Large-scale or immediate implementation increases stress and risk, while stress management training, although helpful, is not the initial step. #IASP SPP Study Guide - Change Management##Kotter, Leading Change#

NEW QUESTION # 129

Which of the following skills do project managers MOST need to implement the strategic plan?

- A. Be organized to keep track of important information

- B. Manage and coordinate people and tasks
- C. Manage timelines no matter what transpires
- D. Analyze where the project has earned value

Answer: B

Explanation:

Project managers most critically need to manage and coordinate people and tasks effectively to ensure that strategic plans are executed on time, within scope, and aligned with objectives. The IASP SPP curriculum highlights that leadership and coordination skills enable team motivation, resource optimization, and problem resolution, which are essential for successful implementation. Timeline management and organization support this but are not sufficient alone. #IASP SPP Study Guide - Project Management###PMI, PMBOK Guide#

NEW QUESTION # 130

Innovation and creativity come from

- A. encouraging our own cross-functional teams to develop original ideas and strategies.
- B. absorbing the strategic best practices of other organizations to identify a metric for judging strategic needs.
- C. eliminating all but one of your company's traditional products/services.
- D. asking a single research consultant how people use our products or services.

Answer: A

Explanation:

Innovation and creativity are best fostered by encouraging internal cross-functional teams to develop original ideas and strategies. This approach leverages diverse perspectives and expertise, promotes ownership, and aligns innovation with organizational context. The IASP SPP curriculum underscores that internal collaboration is more sustainable and relevant than relying solely on external consultants or benchmarking. While best practices are informative, original ideas tailored to organizational capabilities and market needs drive true innovation. Product elimination may reduce complexity but does not inherently foster creativity. #IASP SPP Study Guide - Innovation Management###Prahalad & Ramaswamy, Co-creation of Value#

NEW QUESTION # 131

How often should key stakeholders have access to project status information?

- A. When the outcomes are achieved
- B. Anytime they want
- C. When decisions are required
- D. At key milestone markers

Answer: D

Explanation:

Providing key stakeholders with project status updates at key milestone markers balances transparency and efficiency. Regular, milestone-based reporting keeps stakeholders informed at critical junctures when decisions or resource commitments may be necessary, without overwhelming them with constant information. The IASP SPP curriculum emphasizes structured communication plans as part of effective strategy implementation, ensuring stakeholders remain engaged and informed in a timely, manageable way. While access on demand (option C) may seem ideal, practical constraints and information overload make milestone reporting the most effective approach. #IASP SPP Study Guide - Communication in Implementation###PMBOK Guide#

NEW QUESTION # 132

Which of the following is NOT a factor in intrinsic motivation?

- A. Employee empowerment
- B. Job design
- C. Remuneration or compensation plans
- D. Training

Answer: C

Explanation:

Intrinsic motivation arises from internal drivers such as empowerment, meaningful job design, and opportunities for learning/training. In contrast, remuneration or compensation plans are extrinsic motivators based on external rewards. The IASP SPP curriculum distinguishes intrinsic from extrinsic motivation, emphasizing the importance of fostering intrinsic factors for sustained engagement, creativity, and satisfaction. #IASP SPP Study Guide - Motivation##Deci & Ryan, Self-Determination Theory#

NEW QUESTION # 133

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