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IASPStrategy Planning Professional Exam Sample Questions (Q83-Q88):

NEW QUESTION # 83

Which of the following best describes core competencies?

- **A. Can lead to competitive advantage**
- B. Are derived from core principles
- C. Are easily identified and explained
- D. Rarely change over time

Answer: A

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 # 84

In developing a strategic plan, key performance measures should be developed for

- A. employee satisfaction.
- **B. the organization's desired outcomes.**
- C. each step of the final action plan.
- D. the organization's financial goals.

Answer: B

Explanation:

Key performance measures are best aligned with the organization's desired outcomes to ensure that progress toward strategic goals is monitored effectively. Measuring outcomes, rather than just inputs or activities, focuses attention on results that truly matter. The IASP SPP framework stresses the importance of outcome-based measurement to enable accountability, guide decision-making, and support continuous improvement.

While financial goals and employee satisfaction are important, they are often components of broader outcomes. Focusing on outcomes ensures that all measures collectively advance the strategic vision. #IASP SPP Study Guide - Performance Measurement##Kaplan & Norton, Balanced Scorecard#

NEW QUESTION # 85

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

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

Answer: D

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 # 86

The goal of any strategic planning process is to produce a strategic plan that

- A. consumes as little resources as possible in its development.
- B. is clear to all who read it.
- C. has the complete support of management.
- **D. supports the realization of the organization's vision**

Answer: D

Explanation:

The primary goal of strategic planning is to develop a plan that supports the organization's vision, aligning resources, priorities, and actions toward the desired future. Clarity, resource efficiency, and management support are important but serve this overarching purpose. The IASP SPP curriculum stresses that plans must be visionary and actionable, providing a roadmap for long-term success. A plan lacking alignment with vision risks irrelevance or fragmentation. #IASP SPP Study Guide - Strategic Planning Fundamentals##Drucker, The Practice of Management#

NEW QUESTION # 87

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

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

Answer: C

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 # 88

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