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IASP Strategy Planning Professional Exam Sample Questions (Q161-Q166):

NEW QUESTION # 161

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- B. Eliminate all out-of-date aspects of the system
- C. Communicate clearly why change is necessary
- D. Interview employees to get different perspectives about the changes

Answer: C

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 # 162

A mission statement does NOT answer which of the following questions?

- A. What an organization produces
- B. Who an organization serves
- C. How an organization operates
- D. Why an organization exists

Answer: C

Explanation:

A mission statement clearly defines the organization's purpose (why it exists), whom it serves, and what it produces or delivers. However, it typically does not describe how the organization operates—the processes, methods, or operational details—which are covered in strategic plans or operational documents.

The IASP SPP curriculum emphasizes that mission statements provide a stable foundation for strategic direction without prescribing the exact means of achieving goals, allowing flexibility and adaptability. This distinction ensures that organizations can evolve their operations while maintaining consistent purpose. #IASP SPP Study Guide - Mission and Vision###Drucker, The Practice of Management#

NEW QUESTION # 163

What basic principle of human behavior enhances "buy-in" and therefore implements the strategic plan?

- A. People help support what they help create
- B. People demand respect and participation
- C. People are naturally optimistic
- D. People are competitive in nature

Answer: A

Explanation:

A fundamental principle of human behavior that enhances commitment to change and strategy implementation is that people tend to support and own what they help create. This principle leverages participation, engagement, and shared ownership, increasing motivation and reducing resistance. The IASP SPP curriculum highlights this as central to change management and stakeholder engagement, encouraging inclusive planning and transparent communication to foster buy-in and successful execution. #IASP SPP Study Guide - Stakeholder Engagement###Kotter, Leading Change#

NEW QUESTION # 164

Which of the following is the BEST approach to getting buy-in and continuous engagement from stakeholders?

- A. Find ways to bypass the support of stakeholders
- B. Invite key stakeholders to attend an initial planning session to discuss the change
- C. Tell stakeholders who are against the change that they do not have a choice
- **D. Ask stakeholders who are against the change what is needed to get their support**

Answer: D

Explanation:

The best approach to secure buy-in and sustained engagement is to ask stakeholders who oppose the change what would be needed to gain their support. This inclusive and collaborative approach uncovers concerns, facilitates dialogue, and fosters ownership. The IASP SPP curriculum emphasizes that engaging dissenting voices and addressing their needs strengthens commitment and reduces resistance. Authoritarian or exclusionary approaches risk alienation and failure of change initiatives. #IASP SPP Study Guide - Stakeholder Engagement##Kotter, Leading Change#

NEW QUESTION # 165

Strategic planning impacts the annual planning and budgeting process by

- **A. Establishing priorities**
- B. Flowing budgets down to lower levels
- C. Defining the organization's structure
- D. Identifying strategies for ongoing initiatives

Answer: A

Explanation:

Strategic planning primarily establishes priorities that guide annual planning and budgeting decisions, ensuring resource allocation aligns with strategic goals. The IASP SPP curriculum emphasizes the role of strategy in focusing organizational efforts and financial commitments. While budgets, initiatives, and structures relate to planning, priority setting is the key linkage between strategic and operational plans. #IASP SPP Study Guide - Strategic Planning and Budgeting##Kaplan & Norton, Balanced Scorecard#

NEW QUESTION # 166

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