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## IASPS Strategy Planning Professional Exam Sample Questions (Q107-Q112):

### NEW QUESTION # 107

Who must have the skills necessary to implement the strategic planning initiative?

- A. Customers
- B. Board of directors
- C. Stakeholders
- D. Change agents

**Answer: D**

Explanation:

Change agents are individuals equipped with the skills to drive and facilitate the adoption of new strategies.

They manage resistance, communicate vision, and align organizational processes with strategic goals. The IASP SPP curriculum underscores the importance of skilled change agents who serve as catalysts bridging strategic planning and execution, actively guiding teams through transitions. While customers, board members, and stakeholders play important roles, the tactical and operational responsibility for implementation rests with change agents who possess expertise in managing organizational change. #IASP SPP Study Guide - Change Management##Kotter, Leading Change#

### NEW QUESTION # 108

Of the four elements presented, which would you expect to see more so on a business plan rather than on a strategic plan?

- A. Vision and mission statements
- B. Detailed results of an environmental scan
- C. **Detailed financial projections**
- D. Detailed performance metrics

**Answer: C**

Explanation:

Detailed financial projections are typically included in business plans, which focus on tactical, short-term resource requirements and financial feasibility. Strategic plans emphasize vision, mission, high-level goals, and performance metrics to guide long-term direction.

The IASP SPP curriculum highlights the distinction between these documents and their purposes.#IASP SPP Study Guide -

Business vs. Strategic Plans#

#Drucker, The Practice of Management#

### NEW QUESTION # 109

What should a leader do FIRST after making a mistake?

- A. Determine the right answer and actions
- B. Correct the problem
- C. **Acknowledge the mistake**
- D. Determine who else contributed

**Answer: C**

Explanation:

The first step a leader should take after making a mistake is to acknowledge it openly. This demonstrates accountability, builds trust, and sets a tone of integrity that encourages transparency throughout the organization. The IASP SPP curriculum stresses that acknowledgment is essential before corrective actions or root cause analysis can be effective. Failure to acknowledge mistakes can erode credibility and morale. Once acknowledged, leaders can collaboratively work toward solutions and learning from the experience.#IASP SPP Study Guide - Leadership Integrity##Goleman, Emotional Intelligence#

### NEW QUESTION # 110

The strategic planning process should include which of the following mechanisms to specifically ensure continuous improvement?

- A. Use of an internal planning committee
- B. Annual reviews by the financial team
- C. **Analysis of lessons learned**
- D. Quarterly reviews conducted by external contractors

**Answer: C**

Explanation:

Analysis of lessons learned is vital for continuous improvement, allowing organizations to reflect on successes and failures, adjust strategies, and enhance future planning. The IASP SPP curriculum underscores embedding learning mechanisms into the planning cycle to foster agility and effectiveness. Financial reviews and committees support governance but do not inherently ensure learning.#IASP SPP Study Guide - Continuous Improvement##Deming, Out of the Crisis#

### NEW QUESTION # 111

When facilitating a strategic planning meeting, it is BEST to

- A. pay most attention to what the chief executive says.
- B. **set ground rules before the meeting that makes everyone's contribution equally valuable.**
- C. ensure that discussions proceed quickly so that decisions are made in the time allotted.

- D. give more weight to ideas and decisions from senior and experienced people in the group.

**Answer: B**

Explanation:

Effective facilitation of strategic planning meetings requires setting clear ground rules before the meeting to ensure everyone's contribution is equally valued. This promotes inclusivity, encourages diverse perspectives, and fosters collaboration. The IASP SPP framework stresses that equitable participation prevents dominance by senior or vocal individuals and helps generate richer ideas and buy-in. While managing time is important, rushing discussions may sacrifice quality. Overemphasizing senior voices limits innovation and engagement. Ground rules create a respectful environment conducive to open, balanced dialogue essential for successful strategy development. #IASP SPP Study Guide - Meeting Facilitation#

#Schwartz, The Art of Strategic Facilitation#

**NEW QUESTION # 112**

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