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APMG-International Change-Management-Foundation Exam Syllabus Topics:

Topic	Details
Topic 1	• Ethics and Change Management: This section covers ethical considerations in change management, managing the human side of change, and organizational and individual needs.
Topic 2	• Organizational Culture and Change: This section covers the understanding of organizational culture, the impact of culture on change initiatives, and cultural change.
Topic 3	• communication methods and channels, and effective messaging for different stakeholder groups.
Topic 4	• Change Management Planning: This section covers creating a change management plan, integrating change management with project management, and resource allocation for change initiatives.
Topic 5	• Change Management Models and Theories: This section discusses and Kübler-Ross Change Curve.

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APMG-International Change Management Foundation Exam Sample Questions (Q13-Q18):

NEW QUESTION # 13

An organization has decided to roll out the transition to a new software application one department at a time. What type of delivery strategy is being adopted?

- A. Many small incremental/iterative releases
- **B. Phased**
- C. Big Bang
- D. Voluntary Adoption

Answer: B

Explanation:

Comprehensive and Detailed In-Depth Explanation:

The APMG Change Management Foundation outlines several change delivery strategies. A Phased approach (Option B) involves rolling out change gradually across segments (e.g., one department at a time), allowing controlled implementation and adjustment. This contrasts with Big Bang (A), where change occurs simultaneously across the organization; Voluntary Adoption (C), where individuals opt-in; and Many small incremental/iterative releases (D), which involve frequent small updates rather than departmental phases. The scenario clearly describes a phased rollout.

NEW QUESTION # 14

Which advice is given about managing the 'complex responsive processes' that surround emergent change?

- **A. Focus on the main purpose of the change rather than specific events**
- B. Be prepared to spend time addressing every specific issue that arises
- C. Restrict communications about change to only those who need to know
- D. Ignore any 'unofficial' discussions between managers and staff

Answer: A

Explanation:

Explanation

Emergent change is a type of change that arises from within an organization, rather than being imposed from outside. Emergent change is influenced by complex responsive processes, which are the patterns of interaction and communication that occur among people in an organization. To manage these processes, change leaders should focus on the main purpose of the change rather than specific events, as this helps to create a shared vision and direction for the change. The other options are not good advice for managing complex responsive processes, as they either ignore, restrict, or overreact to them, which can hinder the emergence and adaptation of the change. References:

<https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper> (page 11)

NEW QUESTION # 15

What role in change must promote an idea to potential Sponsors?

- A. Targets
- B. Change Agent
- **C. Sponsor**

- D. Idea-Generator

Answer: C

Explanation:

According to the Change Management Institute's Change Management Roles Model, there are four main roles in change: Idea-Generator, Sponsor, Change Agent, and Target. Idea-Generator is the role that identifies the need for change and proposes a solution. Sponsor is the role that authorizes and funds the change. Change Agent is the role that promotes an idea to potential Sponsors and implements the change once it is approved.

Target is the role that is affected by the change and needs to adopt new behaviors or ways of working.

References: <https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper%2017%20-%20v1.0.pdf> (page 11)

NEW QUESTION # 16

Which of the following is a purpose of creating a change management plan when preparing for change?

- A. Document the set of typically recurring actions that contribute to change readiness'
- B. Provide a detailed schedule of project and their dependencies
- C. Record a list of all the change risks and the responsive actions required.
- D. Capture of full list of issues to be resolved before change can start

Answer: C

Explanation:

One of the purposes of creating a change management plan when preparing for change is to record a list of all the change risks and the responsive actions required. This helps to identify potential threats and opportunities for the change and plan how to mitigate or exploit them. The other options are not purposes of a change management plan, but rather outcomes or inputs of other processes or activities.

References: <https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper%2017%20-%20v1.0.pdf> (page 11)

NEW QUESTION # 17

What stage immediately follows the reflective observation' stage, described in Kolb's learning cycle?

- A. Abstract conceptualization
- B. Concrete experience
- C. Practical experimentation
- D. No other stage follows reflective observation

Answer: A

Explanation:

Explanation

Kolb's learning cycle is a model that describes how people learn from experience. The model consists of four stages: concrete experience, reflective observation, abstract conceptualization, and active experimentation.

Concrete experience is when people have a direct involvement in a situation or activity. Reflective observation is when people review and reflect on what they have done and observed. Abstract conceptualization is when people draw conclusions and form generalizations from their reflections. Active experimentation is when people apply their learning to new situations or modify their behavior accordingly. Therefore, the stage that immediately follows the reflective observation stage is abstract conceptualization.

References:

<https://apmg-international.com/sites/default/files/Change%20Management%20Foundation%20Sample%20Paper> (page 11)

NEW QUESTION # 18

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