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**Exam** : **SPP**

**Title** : IASPStrategy Planning Professional Exam

**Version** : DEMO

1.Which of the following BEST describes the typical sequence of team development?
A. Forming, measuring, informing, delivering
B. Forming, norming, starring, positioning
C. Forming, storming, norming, performing
D. Forming, norming, storming, performing
**Answer:** C
**Explanation:**
The classic model of team development follows the sequence forming, storming, norming, and performing, describing the phases teams typically experience as they establish relationships, resolve conflicts, develop cohesion, and achieve high performance. The IASP SPP curriculum highlights this model as foundational for understanding team dynamics and supporting effective leadership during strategic initiatives. #IASP SPP Study Guide - Team Development##Tuckman, Developmental Sequence in Small Groups#

2.Seeing where actions and changes in system components can lead to significant, lasting improvements is best described as:
A. Change agency
B. Total quality management priorities
C. Followership
D. Leverage
**Answer:** D
**Explanation:**
Leverage in strategic thinking refers to identifying points within a system where small changes can yield disproportionate, sustainable improvements. Recognizing leverage points helps focus resources and efforts for maximum impact. The IASP SPP curriculum incorporates systems thinking concepts, emphasizing leverage as a tool for efficient and effective change. Change agency and followership relate more to roles and behaviors, while total quality management is a broader philosophy encompassing continuous improvement. #IASP SPP Study Guide - Systems Thinking##Senge, The Fifth Discipline#

3.An effective organizational vision describes
A. the organization's purpose.
B. the organization's desired future state.
C. what the organization does.
D. how the organization will create value for its customers.
**Answer:** B
**Explanation:**
An organizational vision articulates the desired future state, providing inspiration and direction for long-term aspirations. It differs from the mission (purpose) and operational definitions (what the organization does or how value is created). The IASP SPP curriculum highlights vision as a foundational element for strategic planning, motivating stakeholders and guiding decisions toward a shared future. Clear, compelling vision statements unify efforts and foster commitment. #IASP SPP Study Guide - Vision and Mission##Drucker, The Practice of Management#

4.Which of the following steps is MOST appropriate when further defining the actions of a strategic plan?

A. Break down long-term strategic plans into annual and project plans
B. Identify which items should be completed in years 1, 2, and 3
C. Determine success indicators for the 1, 2, and 3-year horizons
D. Contain depiction of the long-term strategic plan to a 3-year horizon
**Answer:** A
**Explanation:**
Further defining strategic actions involves breaking long-term plans into annual and project-specific plans to operationalize strategy, assign responsibilities, and track progress. The IASP SPP curriculum emphasizes this step for translating vision and goals into manageable, time-bound activities, enabling effective monitoring and resource allocation. #IASP SPP Study Guide - Strategy Implementation##Kaplan & Norton, Balanced Scorecard#

5.The act of monitoring the activities an organization needs to execute to achieve its strategic objectives can be described as
A. Oversight
B. Budgeting
C. Performance management
D. Change management
**Answer:** C
**Explanation:**
Performance management is the ongoing process of tracking organizational activities to ensure they align with strategic objectives. It involves setting targets, measuring results, analyzing variances, and taking corrective actions. The IASP SPP curriculum positions performance management as central to translating strategy into results, supporting accountability and continuous improvement. Oversight is a governance function, budgeting allocates resources, and change management handles transitions, but performance management integrates these elements for strategic success. #IASP SPP Study Guide - Performance Management##Kaplan & Norton, Balanced Scorecard#