VQC2 Change Management and Innovation Version 2

Section: Management Studies • **Total Questions:** 10 • **Format:** Verified Q&A

1. Which goal can a leader accomplish through effective communication about a change initiative?

(A) Maintain status quo
(B) Guarantee success
(C) Alleviate nonconformists
(D) Reduce resistance

2. Which guidelines are important in helping leaders determine their role in leading change? (Choose 2)

(A) Observing the leadership team's reaction to the change taking place
(B) Measuring the change initiatives taking place
(C) Understanding the type of change taking place
(D) Describing the possible reactions of market leaders to the change taking place

3. A manager wants to change both the business model and technology of an existing company. What most accurately describes this type of organizational effort?

(A) Radical innovation
(B) Aston-innovation
(C) Semi-radical innovation
(D) Incremental innovation

4. Which attitude can contribute to the success of organizational change?

(A) Valuing profit above all
(B) Driving toward unanimity
(C) Openness to short-term difficulties
(D) Use of scientific processes

5. During which stage of the entrepreneurial process does an entrepreneur conduct primary or secondary research specific to the industry environment for the product or service?

(A) Implementation
(B) Strategic planning
(C) Discovery
(D) Market evaluation

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6. What are two ways change and innovation efforts can be affected in an organization? (Choose 2)

(A) Training requirements
(B) Changes in political party platforms
(C) Alteration of cultural norms
(D) Profit implications

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7. How is public sector innovation different from private sector innovation? (Choose 2)

(A) Public sector organizations are more complex and compartmentalized
(B) Public sector innovation is more closely linked to market forces
(C) Public sector goals are more difficult to measure
(D) Public sector leaders are less accountable for innovation

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8. Which two aspects are important in communicating the change process?

(A) Discipline
(B) Listening
(C) Rewarding
(D) Repetition

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9. Which concept is included in the preparation stage of innovation?

(A) Emphasize the need for cooperation and collaboration over individual creativity.
(B) Focus attention on failures so that all employees can learn from the trials of their peers.
(C) Communicate to employees that failure is part of success.
(D) Reward employees for understanding the history of their industry.

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10. How can an organization inspire employee support for organizational change, aside from providing increased compensation or promotion opportunities?

(A) The organization offers direct incentives for employee compliance with change
(B) Punishment for non-compliance is more effective than financial rewards
(C) There are greater opportunities for employees to advance their careers
(D) New tools and training can facilitate change implementation

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