

WGU C208 Assessment V2 Change Management and Innovation Questions and Answers (2023 – 2024)

Which of the following does not characterize the management style known as empowerment?

Reliance on hierarchy

Which stage in Kurt Lewin's change model involves changes being institutionalized in the corporate culture?

Refreezing

What is the first step in John Kotter's eight-step process for transformational change?

Establish a sense of urgency

Which of the following is not an explanation for why people resist change at work?

Management has explained and demonstrated the need for change.

Why does John Kotter advocate creating "short-term wins" in his eight-step process for change?

They help to create a feeling of progress as well as an opportunity to reward employees

The development of the Internet is an example of - **radical innovation**

Which stage in Kurt Lewin's change model involves people employing new skills and attitudes and being rewarded by the organization for doing so?

Refreezing

Which of the following is not one of the four stages of change in the Black and Gregersen model?

Do the new right thing, and do it fairly well at first

Sustaining organizational change through continued focus occurs during which step in the ADKAR model?

Reinforcement

A manager who is comfortable with risk will be more likely to lead which sort of change effort?

Revolutionary

The third step of the Cisco Change Roadmap (CCR) is **Manage**

Lower and middle-level managers are generally not tasked with leading which of the following kinds of change?

Invention of new organizational missions or economic models

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