

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

Wgu Readiness Assessment Answers

Diane M. Kelly



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Table of Contents Wgu Readiness Assessment Answers

1. Understanding the eBook Wgu Readiness Assessment Answers
 - The Rise of Digital Reading Wgu Readiness Assessment Answers
 - Advantages of eBooks Over Traditional Books
2. Identifying Wgu Readiness Assessment Answers
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Wgu Readiness Assessment Answers
 - User-Friendly Interface
4. Exploring eBook Recommendations from Wgu Readiness Assessment Answers
 - Personalized Recommendations
 - Wgu Readiness Assessment Answers User Reviews and Ratings
 - Wgu Readiness Assessment Answers and Bestseller Lists
5. Accessing Wgu Readiness Assessment Answers Free and Paid eBooks
 - Wgu Readiness Assessment Answers Public Domain eBooks
 - Wgu Readiness Assessment Answers eBook Subscription Services
 - Wgu Readiness Assessment Answers Budget-Friendly Options
6. Navigating Wgu Readiness Assessment Answers eBook Formats

- ePub, PDF, MOBI, and More
 - Wgu Readiness Assessment Answers Compatibility with Devices
 - Wgu Readiness Assessment Answers Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Wgu Readiness Assessment Answers
 - Highlighting and Note-Taking Wgu Readiness Assessment Answers
 - Interactive Elements Wgu Readiness Assessment Answers
 8. Staying Engaged with Wgu Readiness Assessment Answers
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Wgu Readiness Assessment Answers
 9. Balancing eBooks and Physical Books Wgu Readiness Assessment Answers
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Wgu Readiness Assessment Answers
 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
 11. Cultivating a Reading Routine Wgu Readiness Assessment Answers
 - Setting Reading Goals Wgu Readiness Assessment Answers
 - Carving Out Dedicated Reading Time
 12. Sourcing Reliable Information of Wgu Readiness Assessment Answers
 - Fact-Checking eBook Content of Wgu Readiness Assessment Answers
 - Distinguishing Credible Sources
 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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