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주제	소개
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주제 1	• Develop and Gain Approval for the Comprehensive Change Management Plan: This section assesses skills of Change Managers and Project Managers and covers preparing detailed plans for all aspects of change management, including resources, communication, sponsorship, stakeholder engagement, learning, measurement, sustainability, and integration with project management. It also includes obtaining approval and establishing feedback mechanisms.
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주제 2	• Close the Change Management Effort: This section assesses skills of Change Managers and Program Leads and covers evaluating the success of the change initiative, conducting lessons learned, documenting recommended actions, gaining closure approvals, transferring ownership, ensuring sustainability, and recognizing achievements.
주제 3	• Execute, Manage, and Monitor Implementation of the Change Management Plan: This section measures skills of Change Managers and Program Leads and focuses on executing all elements of the change management plan. It covers implementing resource allocation, communication, sponsorship, stakeholder engagement, learning, measurement, benefits realization, sustainability, and adjusting the plan as needed to achieve desired outcomes.

>> CCMP 높은 통과율 시험덤프 공부 <<

ACMP Global CCMP 합격보장 가능 인증덤프 - CCMP 시험대비 최신버전 공부자료

국제공인자격증을 취득하여 IT업계에서 자신만의 자리를 잡고 싶으신가요? 자격증이 수없이 많은데 ACMP Global CCMP 시험패스부터 시작해보실가요? 100%합격가능한 ACMP Global CCMP덤프는 ACMP Global CCMP 시험문제의 기출문제와 예상문제로 되어있는 퍼펙트한 모음문제집으로서 시험패스율이 100%에 가깝습니다.

최신 Change Management Professional CCMP 무료 샘플문제 (Q45-Q50):

질문 # 45

What deliverables are relevant to develop a clear vision of the future state?

- A. Organization vision/mission/values, stakeholder analysis and charter
- B. Business case, charter and strategic plan
- C. Organizational vision, mission, values, business case and strategic planning
- D. Business case, stakeholder analysis and strategic plan

정답: C

설명:

A clear vision of the future state requires integrating multiple elements:

* Organizational vision, mission, and values- define long-term direction and cultural anchors.

* Business case- establishes rationale, risks, and benefits of the change.

* Strategic planning- ensures the change aligns with enterprise goals and priorities. Together, these deliverables define not only what the future will look like but also why it matters and how it aligns to the larger organization's purpose. Other options omit critical components. Option D best reflects the ACMP framework. (Reference: ACMP Standard, Process Group 2 - Formulate Strategy; Define Future State Vision and ensure strategic alignment with organizational purpose and business case.)

질문 # 46

What can be done to avoid duplication of efforts and to increase stakeholder awareness when a change manager joins a project?

- A. Project plan and change plan should be independent from each other
- B. Project plan is the master and the change manager has to follow this plan
- C. Project plan and change plan should be aligned
- D. Change plan is the master and project plan has to follow it

정답: C

설명:

ACMP emphasizes that project and change plans must be aligned, not competing or siloed. Alignment ensures technical deliverables (project management) and people-focused activities (change management) reinforce each other, avoiding duplication and confusion. Making one plan the "master" (A, B) risks imbalance, while independence (C) causes misalignment. Thus, the correct approach is option D - alignment between project and change management plans.

(Reference: ACMP Standard, Process Group 2 - Integration; Activity: Align change management and project management plans to increase efficiency and reduce duplication.)

질문 # 47

Why is a stakeholder analysis important in the evolution of change impact and organizational readiness?

- A. It facilitates the understanding of risks on people
- B. It facilitates the planning of focus groups and communications strategies
- C. It identifies the impact of pitfalls and barriers on people
- **D. It identifies those that would be impacted by the change**

정답: D

설명:

Stakeholder analysis is the foundational activity that identifies individuals and groups affected by the change.

ACMP explains that without knowing who is impacted, it is impossible to design effective communications, engagement, resistance management, or training. While risks, pitfalls, and strategies are informed by analysis, the primary reason for conducting it is to map out the population of stakeholders and their level of impact/influence. Thus, option C is correct.

(Reference: ACMP Standard, Process Group 1 - Stakeholder Analysis; Outputs: List of impacted stakeholders with impact/influence mapping.)

질문 # 48

After a change is complete, what is the best strategy to use with formal and informal networks of change agents to ensure the long-term sustainability of the change?

- A. Recognize the change agents publicly, communicating leadership appreciation for their efforts
- B. Perform a lessons learned evaluation of the networks' activities and provide best practices report
- **C. Maintain the networks along with ongoing knowledge transfer and management**
- D. Reward the agents significantly using the existing organizational mechanisms

정답: C

설명:

Formal and informal networks of change agents are valuable not only during implementation but also for long-term reinforcement.

ACMP suggests maintaining these networks to support peer learning, knowledge transfer, and monitoring adoption over time.

Recognition (B) is important but not sufficient for sustainability.

Rewards (A) and lessons learned (D) are one-time activities, while ongoing maintenance of networks (C) ensures enduring support for the future state.

(Reference: ACMP Standard, Process Group 4 - Execute; Activity: Leverage networks of change agents for reinforcement and sustainability.)

질문 # 49

An ongoing change program is gaining momentum and throughout the organization stakeholders face challenges and experience success. What needs to be clearly defined in the communications plan to support them?

- **A. Stakeholder messaging**
- B. Feedback channels and mechanisms
- C. Clear case studies
- D. Identified sponsors

정답: A

설명:

A communications plan must include clear stakeholder messaging tailored to different groups. ACMP emphasizes that during momentum phases, reinforcing what stakeholders need to know, feel, and do is critical. Feedback channels (B) and case studies (D) support engagement but are not the core requirement.

Sponsors (A) are senders, not the message itself. Clear, relevant messaging ensures stakeholders remain aligned and supported.

그 외, Itcertkr CCMP 시험 문제집 일부가 지금은 무료입니다: https://drive.google.com/open?id=1A4gJ5MkGE5AFKscueJ_y01RnHBdiYzCC