

# Correct New CCMP Study Guide & Leader in Qualification Exams & Trustable CCMP: Certified Change Management Professional

## CCMP Test Questions With Complete Correct Answers 2023/2024.

What is included in the contract? Answer - Anything that is referenced as part of the contract.

Scope Answer - Which core contract element addresses what the contract is about?

When was the contract agreed? Answer - Which of the following is NOT one of the four core elements of a contract?

1,3,4 Answer - Which of the following may be incorporated into the contract? 1.) bid documents 3.) Letters, change orders and specifications. 4.) SOWs, SLAs, RFP, procedures and prices

The bid, negotiation and implementation teams Answer - Who should be involved in the formal contract hand over meeting?

Keep Satisfied Answer - A stakeholder group with a low level of impact and a high level of dependence on an outcome is represented as which group type for communication purposes?

Stay informed and maintain confidence Answer - By understanding projects on a stakeholders radar screen, you will

Build awareness Answer - If you are unlikely to be impacted by a contract and you have little importance towards it then you are most likely to be categorized as which type of stakeholder?

Both 1 and 2 Answer - What should be considered when identifying a stakeholders important issues? 1.) What programs they have in the near future. 2.) What they consider to be a risk.

A very complex project may require a more segmented approach to evaluation. This is called a...? Answer - Two cycle evaluation

What are intangible evaluation criteria? Answer - Factors that rely on organizational culture and behavior

When embarking on a long term project, which of the following is often not given adequate consideration at the proposal evaluation stage? Answer - The suppliers cultural compatibility with the buyer

When is the earliest you can begin to define the evaluation matrix for an RFP Answer - Prior to drafting the RFP

What is the name of the bid evaluation approach that requires a supplier to achieve a satisfactory level on specific evaluation criteria? Answer - Hurdle

Above what value does the uniform commercial code in the USA require contracts to be in writing? Answer - US \$500

Of the following, which is the best time to address dispute resolution procedures? Answer - Procedures should be agreed at the beginning of negotiations.

Our CCMP exam guide have also set a series of explanation about the complicated parts certificated by the syllabus and are based on the actual situation to stimulate exam circumstance in order to provide you a high-quality and high-efficiency user experience. In addition, the CCMP exam guide function as a time-counter, and you can set fixed time to fulfill your task, so that promote your efficiency in real test. The key strong-point of our CCMP Test Guide is that we impart more important knowledge with fewer questions and answers, with those easily understandable CCMP study braindumps, you will find more interests in them and experience an easy learning process.

## ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"><li>• Ethics: This section measures skills of Change Managers and Compliance Officers and focuses on demonstrating ethical behavior in change management. It covers promoting honesty, responsibility, fairness, respect, and advancing the discipline, while supporting practitioners within the change management community.</li></ul>

Topic 2	<ul style="list-style-type: none"> <li>• Evaluate Change Impact and Organizational : This section of the CCMP exam measures skills of Change Managers and Organizational Development Specialists and covers assessing the need for change, defining desired outcomes, identifying stakeholders and sponsors, evaluating organizational culture, capacity, and readiness, and analyzing risks, communication, and learning requirements to ensure successful change adoption.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>

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## ACMP Global Certified Change Management Professional Sample Questions (Q48-Q53):

### NEW QUESTION # 48

You are the communication change lead developing the communications strategy for a new change initiative. What would you choose as an input when you plan your communications strategy?

- A. Resource assessment
- B. Risk assessment
- C. Change impact assessment
- D. Budget assessment

**Answer: C**

Explanation:

The change impact assessment identifies who is affected, how they are affected, and the level of change required. ACMP emphasizes this as a critical input to the communication strategy because it allows tailoring of messages to audience needs and impacts. Budget and resource assessments inform feasibility, while risk assessment helps mitigate issues, but they do not define messaging needs. Thus, the change impact assessment is the most relevant input.  
(Reference: ACMP Standard, Process Group 3 - Communication Plan; Inputs: Change impact assessment and stakeholder analysis.)

### NEW QUESTION # 49

What is the output from determining the organization's preparation for change?

- A. Communication needs assessment

- B. Learning needs assessment
- C. Organizational change capacity assessment
- **D. Organizational change readiness assessment**

**Answer: D**

Explanation:

Determining how prepared an organization is for change produces an organizational change readiness assessment. ACMP defines readiness as the degree to which stakeholders and structures are prepared to adopt and sustain the change. Learning needs (B) and communication needs (A) are sub-assessments, while capacity assessment (D) measures absorption ability. The correct overarching output is C.

(Reference: ACMP Standard, Process Group 1 - Evaluate; Output: Organizational change readiness assessment.)

#### NEW QUESTION # 50

The first two weeks of a large and complex change project is underway and things seem to be going okay. What have you developed so that you can be sure the change is on track?

- A. Project management plan
- B. Risk mitigation strategy
- **C. Measurement and benefits realization strategy**
- D. Stakeholder engagement strategy

**Answer: C**

Explanation:

ACMP underscores that progress tracking is only possible if a measurement and benefits realization strategy is in place. This strategy defines adoption metrics, usage levels, and business KPIs that are monitored against targets. Without it, "things going okay" would be anecdotal rather than evidence-based. Stakeholder engagement (A) and risk strategies (C) support adoption, but they don't measure it. Project management plans (B) track deliverables, not people-side outcomes. Thus, option D is the correct enabler of tracking.

(Reference: ACMP Standard, Process Group 4 - Execute; Develop and implement measurement and benefits realization strategy.)

#### NEW QUESTION # 51

An organizational design project involving the restructuring of the sales force has just gotten underway and the change management lead is planning where (s)he can apply the recently completed stakeholder analysis assessment. What set of plans would a stakeholder analysis be used to develop?

- A. Sponsorship plan, communication plan and training plan
- B. Sponsorship plan, coaching plan, and training plan
- C. Resistance management plan, coaching plan and training plan
- **D. Stakeholder engagement plan, communication plan and training plan**

**Answer: D**

Explanation:

Stakeholder analysis reveals who is impacted, their level of influence, and their readiness. ACMP specifies this analysis as an input to multiple plans, particularly:

\* Stakeholder engagement plan (who needs to be engaged and how),

\* Communication plan (what messages to whom, by whom, and when),

\* Training plan (who requires what type of capability development). Resistance and coaching plans also use insights, but the most direct set linked to stakeholder analysis is answer A. (Reference: ACMP Standard, Process Group 3 - Develop Plan; Inputs: Stakeholder analysis; Outputs: Stakeholder engagement, communication, and learning plans.)

#### NEW QUESTION # 52

Why should feedback mechanisms be used to monitor performance of a change management plan?

- **A. To enable the team to develop responses and monitor the effectiveness of the change plan**
- B. To monitor and track key performance indicators and expected benefits

- Answer: A**

(Reference: ACMP Standard, Process Group 4 - Execute; Activity: Use feedback to monitor effectiveness of the plan and inform corrective action.)

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