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ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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.
Topic 2	<ul style="list-style-type: none"> 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.
Topic 3	<ul style="list-style-type: none"> 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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ACMP Global Certified Change Management Professional Sample Questions (Q69-Q74):

NEW QUESTION # 69

A state-owned company engaged in a change project faced a major issue related to its image as a socially responsible organization. What could the leaders do to ensure the outcomes remain consistent with the company vision?

- A. Take action to ensure stakeholders don't retreat to the prior current state condition
- B. Observe and objectively measure sustained behaviors and attitudes throughout the process
- C. Make adjustments to the change management plan by adding, eliminating, or realigning change program components to reinforce the change
- D. Leverage the communication plan to ensure that it supports the big picture of where the organization's strategic priorities are

Answer: C

Explanation:

To ensure alignment with its vision of being socially responsible, leaders should adjust the change management plan as needed - adding, eliminating, or realigning components. ACMP highlights that plans are dynamic and must evolve to remain consistent with organizational values and vision. While communication (C), measurement (D), and reinforcement (B) are valuable, the comprehensive approach is to realign the plan itself to reinforce vision consistency.

(Reference: ACMP Standard, Process Group 3 - Develop Plan; Guidance: Adjust plans as necessary to align with organizational vision and strategic priorities.)

NEW QUESTION # 70

You are currently leading a major ongoing change initiative. You observe that the project lacks support, lacks active engagement in the change effort and loses interest in the change effort. Under the circumstances, what would be the best strategy to address this constraint and enable an intervention to happen?

- A. The communication strategy
- B. The stakeholder strategy
- C. The change strategy
- D. The risk management and intervention strategy

Answer: C

Explanation:

If an initiative suffers from low support and engagement, it signals a failure in the overall change management strategy. ACMP emphasizes that the strategy must address sponsorship, stakeholder engagement, communication, and readiness. Interventions should begin by reviewing and strengthening the change management strategy (option B) to re-align with organizational goals and re-engage stakeholders.

Risk, communication, and stakeholder strategies are components, but the overarching change strategy defines how all are coordinated to regain momentum.

(Reference: ACMP Standard, Process Group 2 - Formulate Change Management Strategy; Outcome: Define integrated strategy for adoption and benefits realization.)

NEW QUESTION # 71

What plan must be executed to ensure the results achieved through the adopted change are maintained?

- A. Stakeholder engagement plan
- **B. Sustainability plan**
- C. Transition plan
- D. Human resource plan

Answer: B

Explanation:

The sustainability plan ensures results are reinforced and maintained after initial adoption. ACMP explains that this plan integrates reinforcement mechanisms, monitoring adoption, aligning performance management, and recognizing behaviors. Transition plans (A) handle operational handoffs, stakeholder engagement (B) supports involvement, and human resource plans (D) address capacity. To ensure outcomes are sustained, the correct plan is the sustainability plan (C).

(Reference: ACMP Standard, Process Group 4 - Execute; Sustainability Plan ensures long-term adoption and embedding into operations.)

NEW QUESTION # 72

What is the intended outcome of a measurement and benefits realization plan?

- A. Measure when a change effort has achieved desired adoption levels
- **B. Identify when change effort is not meeting goals and mitigation strategies are required**
- C. Measure stakeholder commitment and sponsor satisfaction
- D. Identify when a change effort is meeting goals and rewards are appropriate

Answer: B

Explanation:

The measurement and benefits realization plan is not just about tracking adoption but about using measures to signal gaps and trigger corrective action when benefits are not being realized. ACMP directs practitioners to monitor KPIs and adoption metrics, compare against targets, and recommend mitigation actions when deviations occur. While rewards (C) and adoption measures (D) are outcomes, the primary intended outcome is ensuring early detection of issues and activation of mitigation strategies to safeguard benefits realization.

(Reference: ACMP Standard, Process Group 4 - Execute; Develop and execute measurement and benefits realization plan; Activities: Define metrics, monitor results, recommend mitigation.)

NEW QUESTION # 73

What closure conditions need to be met so the stakeholder steering committee, senior sponsor or client can approve the closure of a change management effort?

- A. Lessons learned report, agreement of transfer of outcomes and remediation plan
- B. An evaluation of outcomes against objectives, lessons learned report and measurement and benefits realization plan
- C. Lessons learned report, measurement and benefit realization plan and agreement of transfer of outcomes
- **D. An evaluation of outcomes against objectives, a lessons learned report and agreement of transfer of ownership**

Answer: D

Explanation:

ACMP outlines closure as a structured process. Before approval, three critical conditions must be satisfied:

* Evaluation of outcomes vs. objectives- validating adoption and benefits achievement.

* Lessons learned report- capturing successes, gaps, and recommendations for future efforts.

* Agreement of transfer of ownership- ensuring accountability is shifted from the project to operations for sustainability. Options A and B miss the explicit ownership transfer, while C lacks outcome evaluation. Option D captures all required closure conditions.

(Reference: ACMP Standard, Process Group 5 - Close; Activities: Evaluate outcomes, document lessons, and transfer ownership to operational owners.)

NEW QUESTION # 74

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web-based. It has all specifications we have discussed above in the section of the ACMP Global CCMP desktop practice test software. But the only difference is that this web-based CCMP practice exam software works online and needs no software installation. Furthermore, this CCMP Practice Exam is supported by both Windows and iOS, Android, Mac, and Linux. Since it is the web-based CCMP practice exam, you can take it from Opera, Chrome, Safari, Firefox, or any other popular browser.

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