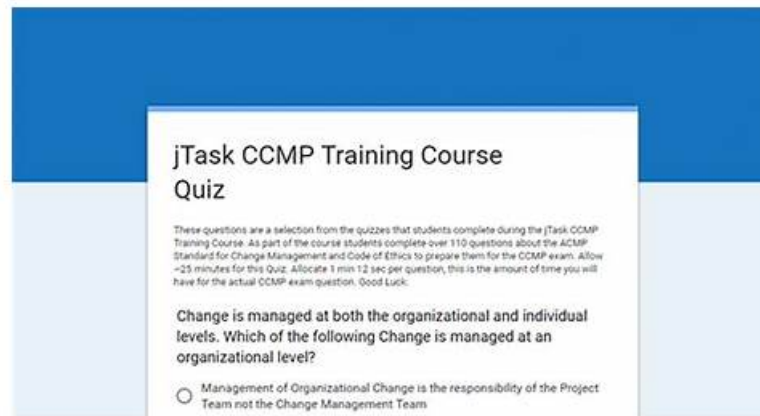# 100% Pass Quiz 2026 ACMP Global CCMP Realistic Exam Question

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ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 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.
Topic 2	• Formulate the Change Management Strategy: This section measures skills of Change Managers and Program Leads and focuses on developing a comprehensive change management strategy. It includes creating strategies for resources, communication, sponsorship, stakeholder engagement, impact assessment, learning, measurement, benefit realization, and sustainability to align with organizational objectives.
Topic 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.
Topic 4	• 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 5	• 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.

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ACMP Global Certified Change Management Professional Sample Questions (Q144-Q149):

NEW QUESTION # 144
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. Measurement and benefits realization strategy
- B. Stakeholder engagement strategy
- C. Risk mitigation strategy
- D. Project management plan

Answer: A

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 # 145
You have been hired to manage an ongoing transformation initiative in an organization. You immediately observe that leadership is noticeably absent in that most of the leaders are unclear about their role. What plan would you develop to address this gap?

- A. Sponsorship plan
- B. Resources plan
- C. Project plan
- D. Communication plan

Answer: A

Explanation:
ACMP emphasizes the criticality of sponsorship. If leadership is absent or unclear about their responsibilities, the change manager must create or refine a sponsorship plan. This plan specifies sponsor roles, required visible behaviors, engagement activities, and alignment with stakeholders. Communications and resource plans address supporting activities, but they cannot substitute for active leadership. Without a sponsorship plan, resistance increases, employees lack direction, and adoption falters. Therefore, the most direct remedy to leadership absence is option D.
(Reference: ACMP Standard, Process Group 2 - Sponsorship Strategy and Plan; Activities: Define sponsor role, create plan for engagement and visibility, coach leaders.)

NEW QUESTION # 146
Which risk would make it difficult for an employee to understand what is changing, how it benefits the organization, and how it will affect her daily job?

- A. Case for change is weak
- B. Sponsor not actively involved

- C. Inadequate assessment of behavior change
- D. Inadequate change planning

Answer: A

Explanation:
If the case for change is weak, employees struggle to understand why the change is necessary, how it benefits the organization, and what it means for their daily work. ACMP stresses that articulating a compelling case for change is foundational for awareness and buy-in. Inadequate planning (D) or behavior assessment (C) cause other risks, and weak sponsorship (A) compounds resistance, but the direct barrier to understanding is a weak case for change.
(Reference: ACMP Standard, Process Group 2 - Formulate; Activity: Define the case for change to establish rationale and benefits.)

NEW QUESTION # 147
How would a change manager ensure that managers and supervisors are equipped with the tools they need to assist their employees through a change process?

- A. By preparing and executing the new performance plan
- B. By preparing and executing the sustainability plan
- C. By preparing and executing the stakeholder analysis
- D. By preparing and executing the learning and development plan

Answer: D

Explanation:
ACMP emphasizes that learning and development plans are not limited to frontline employees - they also extend to managers and supervisors. Supervisors play a critical role in coaching, reinforcing, and clarifying expectations for their teams. The learning and development plan ensures that leaders are trained in the tools and techniques they need to guide employees effectively. Sustainability (A) occurs later to reinforce adoption.
Performance planning (B) supports long-term integration, and stakeholder analysis (D) identifies who is impacted but does not provide tools. Therefore, the correct answer is C.
(Reference: ACMP Standard, Process Group 3 - Learning and Development Plan; Purpose: Equip all levels, including supervisors, to support employees in change adoption.)

NEW QUESTION # 148
What are the most important components used to formulate a high-quality communication plan?

- A. Readiness assessment, stakeholder analysis and organization operation strategy
- B. Change impact assessment, stakeholder analysis and customer input
- C. Change impact assessment, organizational change readiness assessment and stakeholder analysis
- D. Readiness assessment, stakeholder analysis and customer input

Answer: C

Explanation:
The ACMP Standard states that a strong communication plan is built on three critical inputs:
* Change impact assessment(defines what will change and who is impacted).
* Organizational change readiness assessment(measures preparedness to receive messages).
* Stakeholder analysis(identifies audiences and influencers).Customer input (A, D) and operational strategies (C) may provide context, but they are not the essential core inputs. Option B matches ACMP guidance for communication planning.(Reference: ACMP Standard, Process Group 3 - Communication Plan; Inputs: Impact assessment, readiness assessment, and stakeholder analysis.)

NEW QUESTION # 149
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