

CCMP Pass Test - CCMP Exam Tips

CCMP Inputs and Outputs Exam |
Questions and Correct Answers |
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PASS

Compare outcomes against beginning objectives; Compare outcomes against project/program objectives; Document outcome indicating that change efforts met, failed to meet, or exceeded objectives; Review outcomes with appropriate leaders/stakeholders - Answer - Evaluate the Outcome Against the Objectives

Identify Appropriate Group to Conduct Evaluation; Perform the Lessons Learned Evaluation - Answer - Design and Conduct Lessons Learned Evaluation and Provide Results to Establish Internal Best Practices

Gain Approval for Completion; Transfer Ownership; Release of Resources - Answer - Gain Approval for Completion, Transfer of Ownership, and Release of Resources

Financial Resources Management; Human Resources Management; Information Resources Management; Physical Resources Management - Answer - Execute Resource Plan

Execute the Established Communication Plan; Delivery of Messaging; Feedback - Answer - Execute Communication Plan

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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">• 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 3	<ul style="list-style-type: none">• 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.

ACMP Global Certified Change Management Professional Sample Questions (Q53-Q58):

NEW QUESTION # 53

You are currently developing a sustainability strategy. What is a key component the strategy should cover?

- A. Rewards and recognition
- B. Resource plan
- C. Readiness and training plan
- D. Project schedule and plan

Answer: A

Explanation:

A sustainability strategy ensures that adoption is reinforced over time. ACMP identifies rewards and recognition systems as critical components, since they motivate stakeholders to maintain new behaviors and discourage reversion to old ways. Readiness (A) occurs before implementation, schedules (B) are project- oriented, and resource planning (D) addresses capacity, not sustainability. Thus, rewards and recognition (C) are essential to sustain adoption.

(Reference: ACMP Standard, Process Group 4 - Execute; Sustainability Plan activities: Include reinforcement through rewards and recognition.)

NEW QUESTION # 54

During a change management program, it is important to measure the success criteria and monitor if the change is achieving its expected benefits. To gauge the effectiveness of the change, a measurement and benefit realization strategy has to be implemented. What inputs do you think are vital to implement this strategy?

- A. Strategic plan, sustainability plan and vision statement
- B. Strategic plan, case for change, and success criteria
- C. Strategic plan, case for change and budget plan
- D. Strategic plan, risk plan and budget plan

Answer: B

Explanation:

The key inputs for a measurement and benefits realization strategy are:

- * Strategic plan (provides organizational alignment).

- * Case for change (explains rationale and expected benefits).

- * Success criteria (defines measurable adoption outcomes). Risk and budget plans (A, C) are supporting but not primary inputs.

Sustainability and vision (D) help later but are not the basis for measurement.

Thus, option B provides the most relevant inputs as defined in the ACMP Standard. (Reference: ACMP Standard, Process Group 3

- Measurement and Benefits Realization Plan; Inputs: Case for change, success criteria, and strategic objectives.)

NEW QUESTION # 55

As the change manager on a large IT project, what is the purpose of identifying effective sponsors for the IT change effort?

- A. Ensure adequate financial support
- B. Provide tangible, measurable and manageable goals for the project
- C. Differentiate accountable individuals and groups
- **D. Connect the change to its owners and determine accountability requirements**

Answer: D

Explanation:

Sponsorship strategy identifies who owns the change and clarifies accountability for adoption and benefits.

ACMP stresses connecting initiatives to executive owners who can authorize, remove barriers, and model commitment. Budget support is vital, but the sponsorship task primarily establishes ownership and accountability for outcomes. (Reference: ACMP Standard, Process Group 2 - Formulate Strategy; Sponsorship Strategy & Plan: define sponsors, accountabilities, engagement/visibility expectations.)

NEW QUESTION # 56

What change management strategy includes communication, metrics tracking, performance management and reward and recognition?

- A. Realization strategy
- B. Management strategy
- **C. Sustainability strategy**
- D. Organizational metric strategy

Answer: C

Explanation:

The sustainability strategy integrates communication reinforcement, tracking of metrics, ongoing performance management, and rewards to ensure change adoption becomes part of normal functioning.

ACMP stresses that without these, stakeholders risk reverting to prior behaviors. Realization strategy (B) focuses on outcomes, while management (C) and metrics strategies (D) are too narrow. Option A captures the holistic sustainability approach.

(Reference: ACMP Standard, Process Group 4 - Sustainability Plan; Components: Communication, measurement, performance, and recognition.)

NEW QUESTION # 57

Linking rewards and recognition required by a change initiative is a component of which strategy?

- A. Measurement and benefit realization
- B. Change impact and readiness
- **C. Sustainability**
- D. Learning and development

Answer: C

Explanation:

ACMP identifies rewards and recognition systems as key elements of the sustainability strategy. They reinforce desired behaviors, prevent regression to old practices, and motivate adoption. Impact and readiness (A) identify scope and preparedness. Learning and development (C) builds skills, and measurement (D) evaluates progress. Only sustainability (B) directly incorporates reinforcement

through recognition.

(Reference: ACMP Standard, Process Group 4 - Sustainability Plan; Activity: Integrate rewards and recognition to sustain adoption.)

NEW QUESTION # 58

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