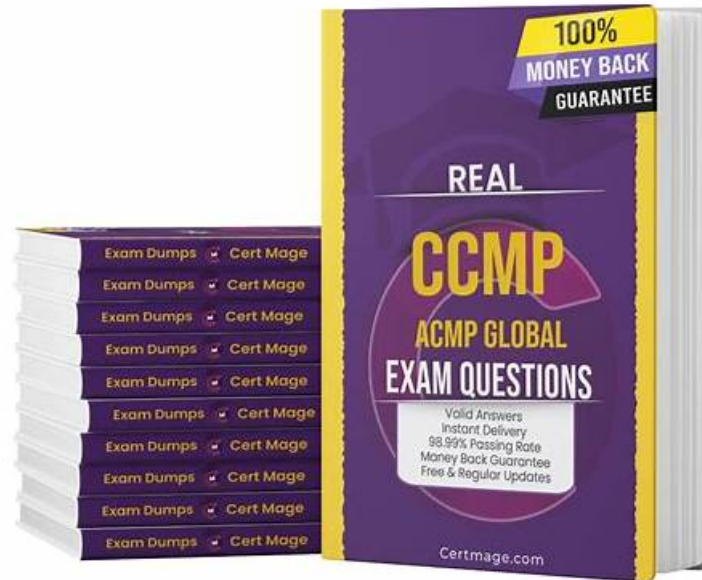


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ACMP Global CCMP Exam Syllabus Topics:

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"> 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	<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.
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ACMP Global Certified Change Management Professional Sample Questions (Q78-Q83):

NEW QUESTION # 78

What is the key factor to consider when assessing the organizational readiness for a change?

- A. The change leader's track record with past changes
- B. The rigor applied to establish the business case
- C. The organizational policy leaders are following regarding governance
- D. The gaps between the change leaders' expectations and the collective organizational view

Answer: D

Explanation:

Readiness is about the current state of people and the organization-beliefs, understanding, and capacity- to adopt the future state. ACMP recommends assessing perception gaps between leaders and the broader organization to calibrate approach, communications, and risk. Leader history or business case rigor are contextual, but the readiness linchpin is the expectation-perception gap. (Reference: ACMP Standard, Process Group 1 - Readiness Assessment; Activities: Assess stakeholder sentiment, comprehension, and alignment gaps.)

NEW QUESTION # 79

While managing your change plan, you find that some employees are resistant to the new ways of working and that some tasks are not being executed correctly. This raises concern that the change will not be fully adopted. To address this situation, which plan should you review?

- A. Stakeholder engagement plan
- B. Communication plan
- C. Sponsorship plan
- D. Project management plan

Answer: A

Explanation:

Resistance and execution issues are best addressed by reviewing the stakeholder engagement plan. This plan includes strategies to involve stakeholders, address concerns, and promote ownership of the change.

Communication (A) supports awareness, sponsorship (B) ensures leadership backing, and project management (D) addresses technical tasks. However, direct stakeholder involvement and resistance management fall under option C.

(Reference: ACMP Standard, Process Group 3 - Stakeholder Engagement Plan; Purpose: Foster involvement and mitigate resistance.)

NEW QUESTION # 80

What could be a significant input to the analysis of change objectives and in defining next steps?

- A. Project schedule and plan
- **B. Measurement and benefits realization plan**
- C. Lessons learned evaluation plan
- D. Change definition and scope plan

Answer: B

Explanation:

The measurement and benefits realization plan provides data on whether objectives were met and what gaps remain. This input is critical for analyzing results against change objectives and determining corrective or next steps. While lessons learned inform future practices, and schedules/scopes are important for project management, the direct evidence base for outcome analysis comes from the measurement and benefits realization plan.

(Reference: ACMP Standard, Process Group 5 - Evaluate outcomes; Inputs: Measurement and benefits realization data.)

NEW QUESTION # 81

What approach would you take to ensure an individual's engagement on a change effort?

- A. Develop a training and development strategy
- **B. Develop a stakeholder strategy**
- C. Conduct a change readiness assessment
- D. Develop a change impact analysis

Answer: B

Explanation:

Engagement is best ensured through a stakeholder strategy, which specifies how each stakeholder will be involved, supported, and motivated. Readiness (A) and impact analysis (B) provide insights into where engagement is needed, and training strategies (D) address skill gaps. However, the plan that directly ensures engagement of individuals is the stakeholder strategy. It aligns activities to roles, influence, and readiness levels, making engagement intentional and personalized.

(Reference: ACMP Standard, Process Group 2 - Stakeholder Engagement Strategy; Outcome: Ensure meaningful engagement of stakeholders in the change effort.)

NEW QUESTION # 82

What is an important step to complete to ensure sustainability at the end of a change management effort?

- A. Creation of final summary report that is shared with senior leaders
- B. Release of change resources back to their roles of primary responsibility
- **C. Transfer of ownership for the change outcome to operational resources**
- D. Archive the change project outcomes for future reference

Answer: C

Explanation:

Sustainability requires a formal transfer of ownership for ongoing performance, measures, and reinforcement to line/operations. ACMP prescribes handoff of responsibilities, metrics, and controls to the business to prevent backsliding. Reports and archiving matter, but the sustaining mechanism is operational ownership.

(Reference: ACMP Standard, Process Group 5 - Close; Outcomes: Transfer outcomes/ownership; Activities: Handover measures, controls, reinforcement plans.)

NEW QUESTION # 83

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