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ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 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	• 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.

ACMP Global Certified Change Management Professional Sample Questions (Q47-Q52):

NEW QUESTION # 47
What document does a change management team develop to ensure senior executives are actively involved and visibly participating throughout the change initiative?

- A. Stakeholder analysis
- B. Change management plan
- C. Sponsorship plan
- D. Learning and development plan

Answer: C

Explanation:
Thesponsorship planensures that senior executives are active, visible, and aligned throughout the change. It defines actions such as attending town halls, modeling new behaviors, and removing barriers. ACMP highlights that sponsorship is the most important predictor of success, and without structured engagement, leadership risks becoming passive. The change management plan (C) covers the broader initiative, but the sponsorship plan (D) specifically addresses executive involvement.
(Reference: ACMP Standard, Process Group 2 - Sponsorship Plan; Purpose: Ensure senior executives are engaged and visible throughout.)

NEW QUESTION # 48
Some steering committee members do not understand the difference between project management and change management and, hence, the uniqueness of each. What clarification should be provided to these committee members?

- A. Project management and change management differ regarding the organizational level they are addressing
- B. Project management and change management methodologies differ in focus
- C. Project management and change management have different plans and outcomes for the project
- D. Project management and change management are focused on different stakeholders

Answer: B

Explanation:
ACMP explains thatproject managementfocuses on delivering outputs (scope, schedule, budget, quality), whereaschange managementfocuses on ensuring adoption, usage, and benefits realization by addressing the people side of change. This difference infocusis the clearest and most fundamental distinction. While differences in plans, stakeholders, and levels of focus exist, option A captures the primary clarification needed: methodologies differ infocus and objectives.
(Reference: ACMP Standard, Introduction; Distinction between project management outputs and change management outcomes.)

NEW QUESTION # 49
What is the purpose of developing a clear vision of the future state?

- A. To facilitate developing an organization's operating state after change is adopted
- B. To direct the focus of the actual change results and anticipated outcomes
- C. To establish key objectives and goals that define the progress toward the change
- D. To describe the key parameters that measure when goals and objectives are attained

Answer: B

Explanation:

Aclear vision of the future stateprovides stakeholders with a compelling picture of what the organization will look like after the change. ACMP highlights this as crucial for aligning actions, reducing uncertainty, and directing energy toward anticipated outcomes. Objectives and measurements (C, D) support the vision, but they are not the vision itself. The operating state (A) describes details after adoption, but thevision (B) provides direction and clarity before and during implementation.
(Reference: ACMP Standard, Process Group 2 - Vision of Future State; Purpose: Direct focus to results and anticipated outcomes.)

NEW QUESTION # 50

What plan uses the stakeholder skills inventory and gap analysis as key components?

- A. Learning and development plan
- B. Measurement and benefits realization plan
- C. Stakeholder engagement plan
- D. Stakeholder transition plan

Answer: A

Explanation:
Thelearning and development plandirectly uses inputs such as skills inventories and gap analyses. These tools determine what competencies are missing and what training or coaching is required to prepare stakeholders for the future state. Transition planning (A) focuses on operational handovers, engagement (D) on involvement and buy-in, and measurement (B) on success criteria. Only option C ties directly to the skill inventory and gap analysis process.
(Reference: ACMP Standard, Process Group 3 - Learning and Development Plan; Inputs: Skills inventory and gap analysis.)

NEW QUESTION # 51

Which process provides tangible, concrete, measurable and manageable outcomes that represent planned progress towards the adoption of the future state?

- A. Identification of risks, probability of a risk occurring and mitigation plans
- B. Identification of goals, objectives and success criteria
- C. Identification of human, financial and information resources
- D. Identification of managers, leaders and other stakeholders

Answer: B

Explanation:
The process of identifyinggoals, objectives, and success criteriacreates measurable outcomes that define progress toward adoption. ACMP stresses that without clearly defined criteria, it is impossible to measure adoption and benefits realization. Resource identification (A), stakeholder roles (C), and risks (D) are important but do not directly providetangible success measures. Thus, option B aligns with ACMP's requirement for measurable progress.
(Reference: ACMP Standard, Process Group 2 - Formulate; Activity: Define goals, objectives, and criteria for success.)

NEW QUESTION # 52

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