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CCMP Exam Questions and Answers 100% Correct

Change is a process
A. True
B. False - ANSWER-A. True

Stakeholder involvement only at the most senior level within an organization is key to the success of any change initiative.
A. True
B. False - ANSWER-B. False

What are the primary roles of change? - ANSWER-Sponsor
Change Management Practitioner
Change Management Lead
Change Management Team
Change Agents

What is the responsibility of the Sponsor? - ANSWER-Responsible for the results of the project, sets the vision and breaks down barriers

What is the responsibility of the Change Leader? - ANSWER-He or she is able to plan, lead and organize the change

What is the responsibility of the Change Agents? - ANSWER-These people have creative problem-solving, interpersonal skills and communication abilities

What is the responsibility of the Change Team Members? - ANSWER-These people are the team members who implement the change plans

A typical sponsor mistake is too much communication
A. True
B. False - ANSWER-B. False

A change team is
A. A group that develops and implements the change management strategy and plan
B. Has very little credibility in the business
C. Has little or no authority
D. Not dedicated resource to the Change Initiative - ANSWER-A. A group that develops and implements the change management strategy and plan

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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	• 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 3	• 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.

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ACMP Global Certified Change Management Professional Sample Questions (Q121-Q126):

NEW QUESTION # 121
What should a learning and development strategy be able to demonstrate?

- A. The impact a change brought to an individual
- B. The skills and competencies needed to perform in the changed environment
- C. The methods of developing a useful training strategy
- D. The current training methods and tools

Answer: B

Explanation:
The purpose of a learning and development strategy is to close skills and competency gaps identified in the learning needs assessment. It must demonstrate what knowledge, skills, and behaviors are required for success in the future state and how these will be built. While training methods (B, C) are included in planning, the core demonstration is the competency framework aligned to the change. Individual impact (A) may be measured later but is not the strategy's primary output. Thus, option D best aligns with ACMP guidance.
(Reference: ACMP Standard, Process Group 3 - Develop Learning and Development Plan; Outputs: Defined competencies and skill-building activities.)

NEW QUESTION # 122
What plan must be executed to ensure the results achieved through the adopted change are maintained?

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

Answer: C

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 # 123

As a mature company in a heavily regulated industry, what is one of the factors that could limit the organizational capacity to change IT systems?

- **A. Operational ability to absorb change**
- B. Extent to which the organization has experience with change management tools
- C. External environmental stability
- D. Historical experience with change

Answer: A

Explanation:
ACMP identifies change capacity and saturation as key evaluation factors. In a regulated, mature industry, the operational ability to absorb change is often constrained by compliance demands, rigid processes, and simultaneous initiatives. While historical experience and tools matter, the limiting factor is the practical ability of the organization to absorb and execute change without disrupting core operations. Thus, option D is correct.
(Reference: ACMP Standard, Process Group 1 - Evaluate; Activity: Assess change capacity and saturation.)

NEW QUESTION # 124

What is the primary purpose of executing the change management plan?

- A. To get agreement on who carries out the change
- B. To monitor, measure and control delivery against baseline plans
- **C. To ensure resources, communication and activities are carried out**
- D. To provide guidance and minimize the risk of resisting the change

Answer: C

Explanation:
Execution means carrying out the work defined in the plan. According to ACMP, this includes delivering communications, stakeholder engagement activities, training and development, resistance management, and measurement activities. Monitoring and controlling (A) is a project management function but not the primary purpose. Providing guidance (C) and clarifying roles (D) are important but achieved through earlier planning.
Execution ensures that resources and strategies are applied in practice to achieve adoption and benefits realization.
(Reference: ACMP Standard, Process Group 4 - Execute the Change Management Plan; Core outcome:
Implement planned activities for adoption and benefits.)

NEW QUESTION # 125

How can you measure if the project objectives and scope are understood?

- **A. Monitor and feedback activities**
- B. Change impact assessment
- C. Sponsor assessments
- D. Measurement and benefits realization

Answer: A

Explanation:
Understanding of objectives and scope is measured through monitoring and feedback activities. ACMP emphasizes the need for feedback loops such as surveys, workshops, and check-ins that assess stakeholder clarity on project goals. Measurement and benefits realization (C) assesses adoption, not understanding.
Change impact assessments (D) identify scope but do not measure comprehension. Sponsor assessments (A) evaluate sponsorship effectiveness, not general stakeholder clarity. Therefore, option B aligns with ACMP guidance.

(Reference: ACMP Standard, Process Group 4 - Execute; Activity: Use feedback mechanisms to measure understanding of scope and objectives.)

NEW QUESTION # 126

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Hence, if you want to sharpen your skills, and get the Certified Change Management Professional (CCMP) certification done within the target period, it is important to get the best Certified Change Management Professional (CCMP) exam questions. You must try Actualtests4sure Certified Change Management Professional (CCMP) practice exam that will help you get the ACMP Global CCMP certification.

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