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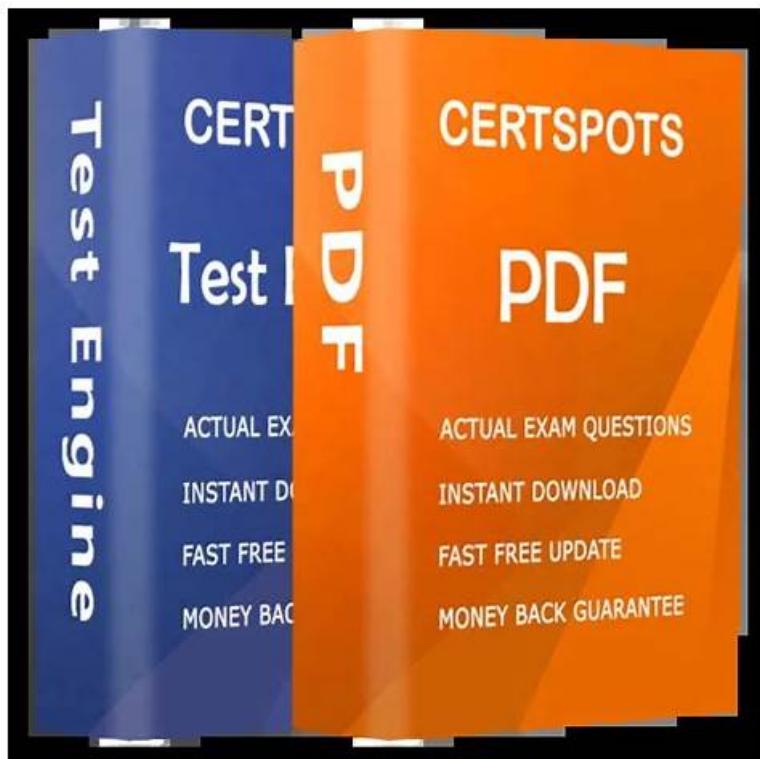
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ACMP Global CCMP Exam Syllabus Topics:

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.

ACMP Global Certified Change Management Professional Sample Questions (Q57-Q62):

NEW QUESTION # 57
What element included in a stakeholder engagement plan ensures that the plan meets the intended outcomes?

- A. Informal communication
- B. Tools
- C. Stakeholder analysis
- D. Clear metrics

Answer: C

Explanation:
Thestakeholder engagement planis built onstakeholder analysis, which identifies who is impacted, their influence, and readiness. ACMP stresses that without this input, engagement efforts risk being misaligned or incomplete. Clear metrics (A) and communication (D) are valuable, but they don't ensure outcomes unless the plan is grounded in a thoroughanalysis of stakeholders. Thus, option B is the correct answer.
(Reference: ACMP Standard, Process Group 3 - Stakeholder Engagement Plan; Input: Stakeholder analysis ensures alignment of engagement to intended outcomes.)

NEW QUESTION # 58
Which task in change management defines the approach, scope, roles and responsibilities in undertaking detailed impact analysis and readiness planning for implementing the change?

- A. Develop the change impact and readiness strategy
- B. Develop the learning and development strategy
- C. Stakeholder engagement strategy
- D. Develop the measurement and benefit realization strategy

Answer: A

Explanation:
Thechange impact and readiness strategysets out thescope, approach, and responsibilitiesfor evaluating how the change will affect the organization and preparing stakeholders. ACMP specifies this as part of strategy formulation, feeding into detailed planning. Stakeholder engagement and learning strategies are developed later, and measurement focuses on outcomes, not readiness. Thus, option C best represents the formal strategy that governs impact analysis and readiness planning.
(Reference: ACMP Standard, Process Group 2 - Formulate; Change Impact and Readiness Strategy.)

NEW QUESTION # 59
What is the purpose of completing the case for change?

- A. Identify methodology and framework to be applied to implement the change
- B. Understand effort and resources required to implement the change
- C. Identify deliverables and activities associated with the change
- D. Identify reasons and benefits associated with the change

Answer: D

Explanation:
Completing the case for change ensures that all stakeholders understand the reasons for the change and its expected benefits. According to ACMP, this creates awareness, builds urgency, and drives sponsor alignment. Deliverables and activities (A), methodologies (C), and effort/resource estimates (D) are subsequent steps in planning but not the primary purpose of the case for change. Thus, option B is the correct answer.
(Reference: ACMP Standard, Process Group 2 - Case for Change; Purpose: Identify rationale and benefits for change.)

NEW QUESTION # 60
What plan uses the stakeholder skills inventory and gap analysis as key components?

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

Answer: C

Explanation:
The learning and development plan directly 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 # 61
A credit card organization currently has multiple related change initiatives. The second initiative is taking longer than expected due to delayed access to subject matter expertise in a particular area. Which portion of the change management plan for the delayed initiative is directly impacted by this subject matter expertise requirement?

- A. Sustainability plan
- B. Risk mitigation plan
- C. Resource plan
- D. Learning and development plan

Answer: C

Explanation:
Subject matter expertise is a resource requirement. If expertise is unavailable, the resource plan is impacted, since this plan defines roles, skills, and availability required to support the change. Risk mitigation (B) may eventually address consequences, but the direct plan affected is the resource plan. Learning (A) and sustainability (D) come later, after execution and adoption.
(Reference: ACMP Standard, Process Group 3 - Develop Resource Plan; Identify skill requirements, assign resources, and address gaps in expertise.)

NEW QUESTION # 62
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