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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 Certified Change Management Professional Sample Questions (Q19-Q24):

NEW QUESTION # 19

As the project reaches completion, whose approval should be sought to formally close the change?

- A. Senior sponsor
- B. Project manager
- C. Training Lead
- D. Change Lead

Answer: A

Explanation:

Formal closure of a change management effort requires approval from the senior sponsor. This ensures the accountable executive validates that outcomes were achieved, ownership transferred, and sustainability measures are in place. The project manager approves project closure, while the change lead and training lead execute tasks but do not have the authority to formally close. Thus, the sponsor's approval is required to ensure accountability for benefits realization.

(Reference: ACMP Standard, Process Group 5 - Close; Activity: Seek formal sponsor approval for closure.)

NEW QUESTION # 20

What are the two most important actions to take with formal and informal change performance feedback?

- A. Share with stakeholders and incorporate into future project change management activities
- B. Share with project leadership and share with stakeholders
- C. Share the feedback with project leadership and incorporate into future change management activities
- D. Conduct data comparison and share with project leadership

Answer: C

Explanation:

Feedback is valuable only if it is shared and acted upon. ACMP directs that performance feedback should be:

* Shared with project leadership to enable decision-making and corrective action.

* Incorporated into future change management activities to continuously improve. While stakeholder sharing (B and C) may be appropriate, the critical accountability lies with leadership and the improvement of change practices. Option D reflects this continuous improvement cycle, making it the most aligned answer. (Reference: ACMP Standard, Process Group 4 - Execute; Activity: Capture, analyze, and integrate feedback into current and future change activities.)

NEW QUESTION # 21

What describes the most important characteristic of an effective communications strategy?

- A. It has a clear top-down channel to announce the progress of the change
- B. It includes the business rationale for what, why, who, how and when changes occur
- C. It consists of content for consistent messaging to different audiences
- D. It goes through formal ways to reach the target audience

Answer: B

Explanation:

The ACMP Standard highlights that the most critical component of a communication strategy is ensuring it communicates the business rationale: why the change is needed, what it involves, who is affected, how it will be executed, and when it will occur. This ensures clarity, builds awareness, and drives buy-in. While consistent messaging (A), formal channels (C), and top-down updates (B) are valuable, they do not guarantee understanding. Option D reflects the true essence of effective communication - providing meaning and context so stakeholders understand the change.

(Reference: ACMP Standard, Process Group 3 - Communication Plan; Activity: Communicate the business rationale of the change clearly to all stakeholders.)

NEW QUESTION # 22

Why should feedback mechanisms be used to monitor performance of a change management plan?

- A. To ensure change adoption and measure change management effectiveness
- B. To identify gaps and outstanding training and development needs
- C. To monitor and track key performance indicators and expected benefits
- **D. To enable the team to develop responses and monitor the effectiveness of the change plan**

Answer: D

Explanation:

Feedback mechanisms (surveys, focus groups, one-on-one sessions) serve as a monitoring tool to ensure the change plan is working as intended. According to ACMP, they provide actionable information that allows the change team to develop responses to emerging challenges and adjust the plan. Options B, C, and D are outcomes of feedback but not the fundamental reason for using feedback mechanisms. The core purpose is option A - to monitor effectiveness and adjust accordingly.

(Reference: ACMP Standard, Process Group 4 - Execute; Activity: Use feedback to monitor effectiveness of the plan and inform corrective action.)

NEW QUESTION # 23

What statement describes "physical resources" when developing a resource plan?

- A. Physical resources are the cost of all resources supporting the change effort
- **B. Physical resources are the systems hardware, software, facilities, workspaces, furniture etc.**
- C. Physical resources are the number of people required to support the change management effort
- D. Physical resources are staff identified and budgeted as part of the overall project plan

Answer: B

Explanation:

ACMP distinguishes between human, financial, and physical resources. Physical resources include tangible assets such as facilities, workspaces, equipment, technology, and tools necessary to support the change.

They are not people (B), staff (C), or costs (D) but the material infrastructure required. Identifying these ensures that adoption is not hindered by inadequate tools or environments. Thus, option A correctly defines physical resources in the context of the resource plan.

(Reference: ACMP Standard, Process Group 3 - Resource Plan; Categories: Human, financial, and physical resources.)

NEW QUESTION # 24

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