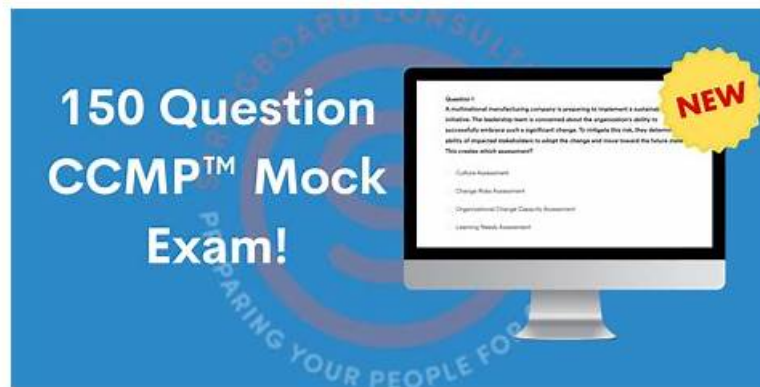


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ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<ul style="list-style-type: none"> 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	<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 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.

ACMP Global Certified Change Management Professional Sample Questions (Q66-Q71):

NEW QUESTION # 66

What are the most important components used to formulate a high-quality communication plan?

- A. Change impact assessment, stakeholder analysis and customer input
- B. Change impact assessment, organizational change readiness assessment and stakeholder analysis
- C. Readiness assessment, stakeholder analysis and customer input
- D. Readiness assessment, stakeholder analysis and organization operation strategy

Answer: B

Explanation:

The ACMP Standard states that a strong communication plan is built on three critical inputs:

- * Change impact assessment (defines what will change and who is impacted).
- * Organizational change readiness assessment (measures preparedness to receive messages).
- * Stakeholder analysis (identifies audiences and influencers). Customer input (A, D) and operational strategies (C) may provide context, but they are not the essential core inputs. Option B matches ACMP guidance for communication planning. (Reference: ACMP Standard, Process Group 3 - Communication Plan; Inputs: Impact assessment, readiness assessment, and stakeholder analysis.)

NEW QUESTION # 67

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

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

Answer: A

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 # 68

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

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

- **D. Sustainability plan**

Answer: D

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 # 69

What process identifies those affected by the change and those with the ability to influence the outcome?

- A. Sponsor assessment
- B. Competency assessment
- C. Learning needs analysis
- **D. Stakeholder analysis**

Answer: D

Explanation:

Stakeholder analysis is the process of systematically identifying individuals and groups who are affected by the change and who have influence over its success. ACMP positions this as a foundational evaluation activity that informs communications, engagement, resistance management, and sponsorship strategy. Competency assessment focuses on skill gaps, sponsor assessment evaluates sponsor readiness, and learning needs analysis determines training requirements. The broad impact-influence mapping required here is stakeholder analysis.

(Reference: ACMP Standard, Process Group 1 - Evaluate; Activities: Conduct stakeholder analysis and assess influence and impact.)

NEW QUESTION # 70

The change management strategy was completed and implemented on time; however, while the technical aspect of the change appears to be successfully undertaken, a large number of stakeholders appear not to be able to adopt the change. Which strategy is best revisited to address this situation?

- A. Benefit realization strategy
- B. Sustainability strategy
- **C. Learning and development strategy**
- D. Communications strategy

Answer: C

Explanation:

When stakeholders struggle to adopt, the problem often lies in insufficient preparation through learning and development. ACMP highlights the importance of equipping employees with the skills, knowledge, and behaviors to operate effectively in the new environment. While communications raise awareness, they do not ensure ability. Sustainability strategies help maintain adoption once achieved, and benefit realization measures outcomes after adoption. Revisiting the learning and development strategy addresses capability gaps that hinder adoption.

(Reference: ACMP Standard, Process Group 3 - Learning and Development Plan; Ensure stakeholders are equipped to adopt change successfully.)

NEW QUESTION # 71

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