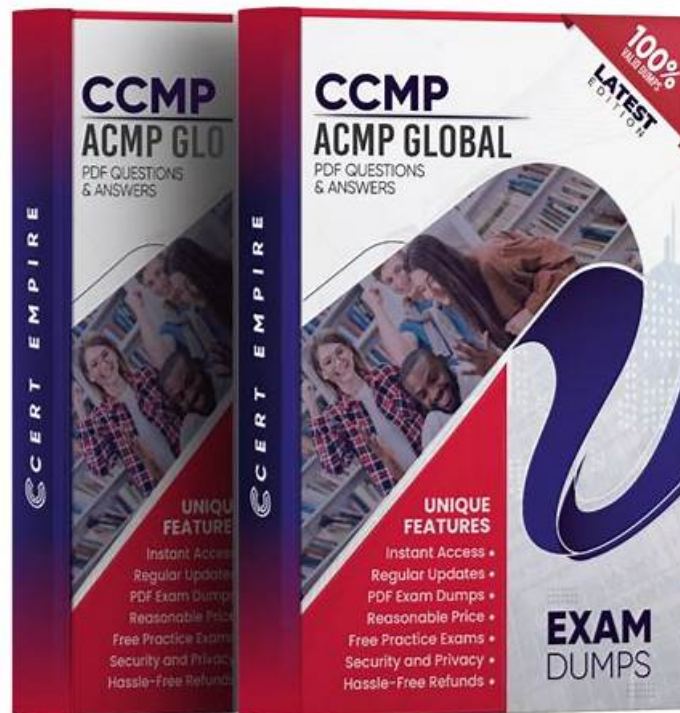


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ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<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 (Q50-Q55):

NEW QUESTION # 50

What is recommended when evaluating outcomes against the change objectives?

- A. Create a final stakeholder communications plan
- B. Review outcomes with appropriate leaders/stakeholders
- C. Ensure stakeholders truly understand what the change is about
- D. Design metrics to ensure a common understanding of outcomes

Answer: B

Explanation:

Evaluation is collaborative: ACMP advises reviewing adoption/benefit results with sponsors and stakeholders, validating whether objectives and success criteria were met, and agreeing on remediation or sustainment actions. Designing metrics occurs earlier (Strategy/Plan phases). Ensuring understanding and building a comms plan are execution activities, not evaluation techniques. (Reference: ACMP Standard, Process Group 5 - Evaluate outcomes vs. objectives; Joint review with governance and stakeholders.)

NEW QUESTION # 51

What should a change manager do at the end of a change effort to enhance his/her organization's ability to deal with future change?

- A. Evaluate the change outcomes against project objectives
- B. Transfer ownership of change outcomes to operational stakeholders
- C. Design and conduct a lessons learned evaluation
- D. Release all change resources for use on other efforts

Answer: C

Explanation:

A lessons learned evaluation captures what worked well and what did not during a change effort, producing insights for future initiatives. ACMP specifies that documenting lessons is essential for organizational learning and improving maturity in change management. While transferring ownership (B) and evaluating outcomes (D) are important closure steps, the action that most directly enhances the organization's ability to handle future changes is conducting and sharing a lessons learned evaluation. (Reference: ACMP Standard, Process Group 5 - Close; Activity: Document lessons learned and share with organization.)

NEW QUESTION # 52

What is the output from determining the organization's preparation for change?

- A. Organizational change capacity assessment
- B. Learning needs assessment
- **C. Organizational change readiness assessment**
- D. Communication needs assessment

Answer: C

Explanation:

Determining how prepared an organization is for change produces an organizational change readiness assessment. ACMP defines readiness as the degree to which stakeholders and structures are prepared to adopt and sustain the change. Learning needs (B) and communication needs (A) are sub-assessments, while capacity assessment (D) measures absorption ability. The correct overarching output is C.

(Reference: ACMP Standard, Process Group 1 - Evaluate; Output: Organizational change readiness assessment.)

NEW QUESTION # 53

What are the two inputs in a change impact and readiness strategy that are critically important?

- **A. Stakeholder engagement strategy and change impact assessment**
- B. Stakeholder engagement strategy and impact results
- C. Stakeholder engagement strategy and sponsor's budget
- D. Stakeholder engagement and resource plan

Answer: A

Explanation:

ACMP identifies change impact assessment and the stakeholder engagement strategy as the two key inputs for readiness strategy. Impact assessment determines the depth and scope of change; engagement strategy ensures stakeholders are identified and prepared. Together, these inputs guide readiness activities and tailor interventions. Budget, resource plans, or impact "results" are supportive but not the primary critical inputs.

(Reference: ACMP Standard, Process Group 2 - Change Impact and Readiness Strategy; Inputs: Stakeholder engagement strategy and impact analysis.)

NEW QUESTION # 54

Who is responsible for coordinating, applying and tracking change management activities?

- A. Sponsor
- B. Change stakeholder
- **C. Change management lead**
- D. Change agent

Answer: C

Explanation:

The change management lead is accountable for ensuring change management activities are properly coordinated, applied, and monitored. While sponsors provide leadership and stakeholders participate, the change management lead ensures integration of plans, tracks progress, and adjusts activities as needed.

Change agents support by influencing peers, but they are not accountable for overall coordination. ACMP clearly defines the change lead's role as orchestrator of the process across all groups.

(Reference: ACMP Standard, Process Groups 2-5; Role of Change Lead: Develop, coordinate, execute, and monitor change management activities.)

NEW QUESTION # 55

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