

CCMP New Exam Braindumps & CCMP Questions Answers



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ACMP Global CCMP Exam Syllabus Topics:

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

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ACMP Global Certified Change Management Professional Sample Questions (Q73-Q78):

NEW QUESTION # 73

An organizational design project involving the restructuring of the sales force has just gotten underway and the change management lead is planning where (s)he can apply the recently completed stakeholder analysis assessment. What set of plans would a stakeholder analysis be used to develop?

- A. Sponsorship plan, coaching plan, and training plan
- B. Resistance management plan, coaching plan and training plan
- C. Stakeholder engagement plan, communication plan and training plan
- D. Sponsorship plan, communication plan and training plan

Answer: C

Explanation:

Stakeholder analysis reveals who is impacted, their level of influence, and their readiness. ACMP specifies this analysis as an input to multiple plans, particularly:

- * Stakeholder engagement plan (who needs to be engaged and how),
 - * Communication plan (what messages to whom, by whom, and when),
 - * Training plan (who requires what type of capability development).
- Resistance and coaching plans also use insights, but the most direct set linked to stakeholder analysis is answer A. (Reference: ACMP Standard, Process Group 3 - Develop Plan; Inputs: Stakeholder analysis; Outputs: Stakeholder engagement, communication, and learning plans.)

NEW QUESTION # 74

After communication meetings with all employees impacted by a change initiative, the feedback was that many of them do not understand the reasons for this change. Which part of the communications strategy is most likely to be revised to achieve desired outcome of change communication?

- A. Stakeholders should be adaptable and focused on the future
- B. Stakeholders should know how to change
- C. Stakeholders should be able to change
- D. Business rationale as case for change

Answer: D

Explanation:

If employees do not understand why the change is happening, the issue lies in the business rationale/case for change component of the communication strategy. ACMP stresses that building awareness starts with a clear explanation of why change is needed, risks of not changing, and expected benefits. The other options (B-D) deal with ability, adaptability, or future readiness, which follow only after a strong rationale is understood.

Thus, revising the business rationale (A) is necessary.

(Reference: ACMP Standard, Process Group 3 - Communication Plan; Activity: Communicate business rationale to build awareness and alignment.)

NEW QUESTION # 75

Which characteristic is likely to bring more disruption in an organization-wide change initiative?

- A. Low degree of changes in job roles
- B. Transformational change, including a culture change
- C. Introduction of new technology
- D. Incremental change

Answer: B

Explanation:

ACMP distinguishes between incremental and transformational change. Transformational change, particularly when it requires cultural shifts, causes the greatest disruption because it challenges organizational norms, values, and long-standing behaviors. New technology (D) or role changes (B) can be significant but typically occur within existing frameworks. Incremental changes (A) are

small and evolutionary. Thus, transformational change with culture change is the most disruptive. (Reference: ACMP Standard, Introduction; Defines transformational change as a high-impact shift involving culture and behaviors, creating greater disruption than technical or incremental adjustments.)

NEW QUESTION # 76

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

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

Answer: A

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 # 77

What is an important step to complete to ensure sustainability at the end of a change management effort?

- A. Creation of final summary report that is shared with senior leaders
- B. Archive the change project outcomes for future reference
- C. Release of change resources back to their roles of primary responsibility
- D. Transfer of ownership for the change outcome to operational resources

Answer: D

Explanation:

Sustainability requires a formal transfer of ownership for ongoing performance, measures, and reinforcement to line/operations. ACMP prescribes handoff of responsibilities, metrics, and controls to the business to prevent backsliding. Reports and archiving matter, but the sustaining mechanism is operational ownership.

(Reference: ACMP Standard, Process Group 5 - Close; Outcomes: Transfer outcomes/ownership; Activities: Handover measures, controls, reinforcement plans.)

NEW QUESTION # 78

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