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ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	• 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 2	• 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 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.
Topic 4	• 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.

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ACMP Global Certified Change Management Professional Sample Questions (Q90-Q95):

NEW QUESTION # 90
What is the output from determining the organization's preparation for change?

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

Answer: D

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 # 91
You are the communication change lead developing the communications strategy for a new change initiative.
What would you choose as an input when you plan your communications strategy?

- A. Budget assessment
- B. Change impact assessment
- C. Risk assessment
- D. Resource assessment

Answer: B

Explanation:
The change impact assessment identifies who is affected, how they are affected, and the level of change required. ACMP emphasizes this as a critical input to the communication strategy because it allows tailoring of messages to audience needs and impacts. Budget and resource assessments inform feasibility, while risk assessment helps mitigate issues, but they do not define messaging needs. Thus, the change impact assessment is the most relevant input.
(Reference: ACMP Standard, Process Group 3 - Communication Plan; Inputs: Change impact assessment and stakeholder analysis.)

NEW QUESTION # 92
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 identify gaps and outstanding training and development needs
- C. To monitor and track key performance indicators and expected benefits
- 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 # 93

What is the most effective approach to avoid duplication of efforts and increase stakeholder awareness regarding change management and project plans?

- A. Develop a unique and separate change plan from the project plan
- B. Incorporate the change management plan into the project plan
- C. Develop a stakeholder engagement plan, with the incorporation of a communication plan
- D. Design an activity budget built on the action/task plan

Answer: B

Explanation:
ACMP stresses the importance of integration between project and change management. Incorporating the change management plan into the project plan ensures alignment of deliverables, avoids duplication of effort, and presents a unified roadmap for stakeholders. Separate plans (A) risk silos, while engagement and budgets (B, C) are important but not holistic solutions. Integration (D) reflects best practice for efficiency and consistency.
(Reference: ACMP Standard, Process Group 3 - Develop Plan; Guidance: Integrate change management plan with project plan to align activities.)

NEW QUESTION # 94

You are currently leading a major ongoing change initiative. You observe that the project lacks support, lacks active engagement in the change effort and loses interest in the change effort. Under the circumstances, what would be the best strategy to address this constraint and enable an intervention to happen?

- A. The risk management and intervention strategy
- B. The communication strategy
- C. The stakeholder strategy
- D. The change strategy

Answer: D

Explanation:
If an initiative suffers from low support and engagement, it signals a failure in the overall change management strategy. ACMP emphasizes that the strategy must address sponsorship, stakeholder engagement, communication, and readiness. Interventions should begin by reviewing and strengthening the change management strategy (option B) to re-align with organizational goals and re-engage stakeholders.
Risk, communication, and stakeholder strategies are components, but the overarching change strategy defines how all are coordinated to regain momentum.
(Reference: ACMP Standard, Process Group 2 - Formulate Change Management Strategy; Outcome: Define integrated strategy for adoption and benefits realization.)

NEW QUESTION # 95

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