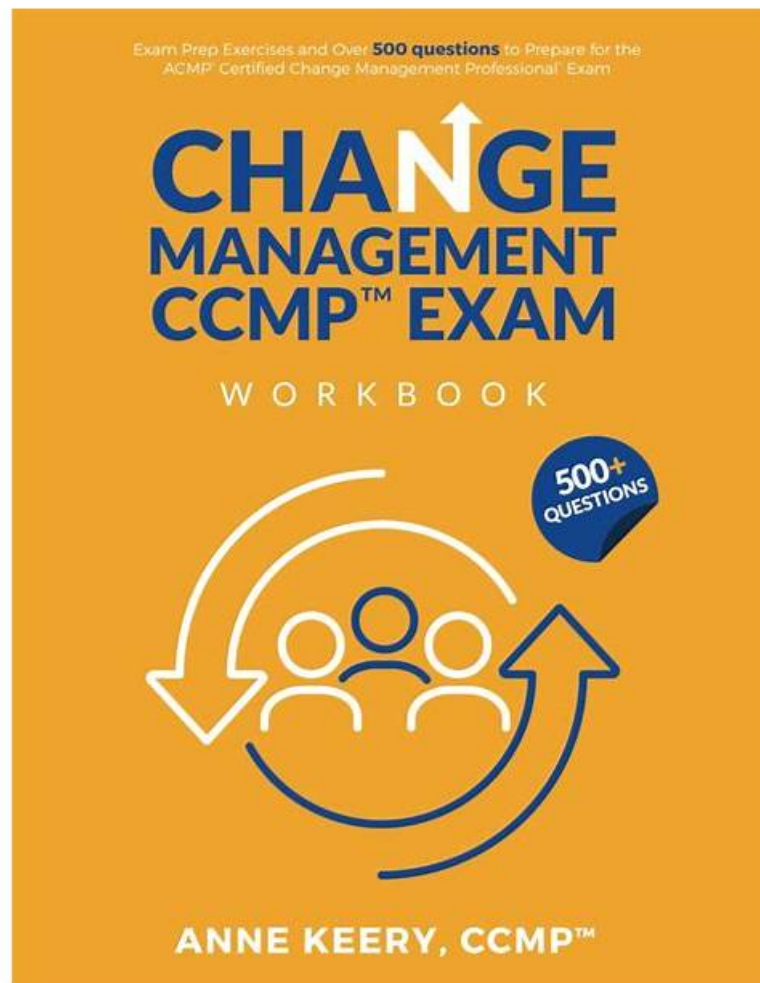


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ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 3	<ul style="list-style-type: none"> • 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.
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ACMP Global Certified Change Management Professional Sample Questions (Q103-Q108):

NEW QUESTION # 103

What condition should be met before a change initiative is considered final and complete?

- A. Translate the obtained change results into a stakeholder satisfaction survey
- B. Translate the obtained change results into an effective business operation plan
- C. An education plan for new employees
- D. A document demonstrating the transfer of the change outcomes to the appropriate stakeholder operational owners

Answer: D

Explanation:

Closure requires formal transfer of outcomes to operational owners. ACMP explains this ensures sustainability by embedding responsibility into business operations. Business operations planning (A), surveys (C), and education plans (D) may support continuity, but the required condition for closure is documented transfer of ownership. Without this, the change may revert or fail to sustain. Thus, option B aligns with ACMP best practices.

(Reference: ACMP Standard, Process Group 5 - Close; Activity: Transfer ownership of outcomes to operational resources.)

NEW QUESTION # 104

What is the most significant indicator of an effective communications plan?

- A. The feedback channels provide impacted employees the opportunity to engage
- B. The communications strategy is clear and contains key messages and responsibilities
- C. Stakeholders are able to build awareness, establish understanding and define core ownership around delivery of messages
- D. Subject matter experts are engaged to give guidance in the delivery of the communication

Answer: C

Explanation:

The effectiveness of a communication plan is measured not by its structure, but by its impact on stakeholders. ACMP highlights three communication outcomes: awareness, understanding, and ownership. When stakeholders demonstrate these, the plan is effective. Feedback channels (A) and clear strategies (B) are necessary but not sufficient—they are enablers, not outcomes. SMEs (D) may help technically but do not define effectiveness. Therefore, option C reflects the ultimate measure of effectiveness. (Reference: ACMP Standard, Process Group 3 - Communication Plan; Outcomes: Build awareness, understanding, and commitment.)

NEW QUESTION # 105

The ACMP Code of Ethics is divided into sections containing tenets of conduct outlined within duties identified as most important to the global change management community. What are the duties?

- A. Honesty, Responsibility, Fairness, Respect, Advancing the Discipline and Supporting Practitioners
- B. Responsibility, Respect, Fairness, Honesty, Confidentiality of Information
- **C. Honesty, Responsibility, Respect, Objectivity, Advancing the Discipline and Supporting Practitioners**
- D. Integrity, Respect, Due Diligence, Fairness, Advancing the Discipline and Supporting Practitioners

Answer: C

Explanation:

The ACMP Code of Ethics establishes five duties: Honesty, Responsibility, Respect, Objectivity, and Advancing the Discipline and Supporting Practitioners. These duties guide ethical behavior in decision-making, stakeholder engagement, and professional conduct. Options A, C, and D include terms not explicitly codified (e.g., Integrity, Due Diligence, Confidentiality) or omit "Objectivity." The correct reference is option B, which matches the official ACMP Code of Ethics structure.

(Reference: ACMP Code of Ethics, Sections: Duties of Honesty, Responsibility, Respect, Objectivity, and Advancing the Discipline.)

NEW QUESTION # 106

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 stakeholder strategy
- C. The communication 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 # 107

You are developing the communications strategy and as part of the process are considering who will deliver specific messages to employees. One of the key messages you wish to be delivered is the "What's in it for me" from the employees' perspective. Who should be the preferred sender of this message?

- A. Executive manager
- B. Human resources representative
- C. Change management team leader
- **D. Employees' supervisor**

Answer: D

Explanation:

ACMP emphasizes that communications are most effective when tailored to audience trust. For personal questions like "What's in it for me?", employees expect to hear from their direct supervisors, who understand their roles, daily work, and concerns. Executives are the best senders of enterprise-level "why" messages, and the change management team ensures consistency of strategy. HR provides procedural clarity but lacks the direct authority over daily impact. Thus, supervisors are the preferred senders for WIIFM communication.

(Reference: ACMP Standard, Process Group 4 - Execute Plan; Communications activities: Define senders /receivers for message types; Linkage to stakeholder analysis and impact assessment.)

NEW QUESTION # 108

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