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Questions and Correct Answers |

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Compare outcomes against beginning objectives; Compare outcomes against project/program objectives; Document outcome indicating that change efforts met, failed to meet, or exceeded objectives; Review outcomes with appropriate leaders/stakeholders - Answer - Evaluate the Outcome Against the Objectives

Identify Appropriate Group to Conduct Evaluation; Perform the Lessons Learned Evaluation - Answer - Design and Conduct Lessons Learned Evaluation and Provide Results to Establish Internal Best Practices

Gain Approval for Completion; Transfer Ownership; Release of Resources - Answer - Gain Approval for Completion, Transfer of Ownership, and Release of Resources

Financial Resources Management; Human Resources Management; Information Resources Management; Physical Resources Management - Answer - Execute Resource Plan

Execute the Established Communication Plan; Delivery of Messaging; Feedback - Answer - Execute Communication Plan

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PassLeaderVCE provides 24/7 customer support to answer any of your queries or concerns regarding the Certified Change Management Professional (CCMP) certification exam. They have a team of highly skilled and experienced professionals who have a thorough knowledge of the Certified Change Management Professional (CCMP) exam questions and format.

## ACMP Global CCMP Exam Syllabus Topics:

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

Topic 3	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
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Our product is revised and updated according to the change of the syllabus and the latest development situation in the theory and the practice. The CCMP Exam Torrent is compiled elaborately by the experienced professionals and of high quality. The contents of CCMP guide questions are easy to master and simplify the important information. It conveys more important information with less answers and questions, thus the learning is easy and efficient. The language is easy to be understood makes any learners have no obstacles.

## ACMP Global Certified Change Management Professional Sample Questions (Q38-Q43):

### NEW QUESTION # 38

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

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

**Answer: C**

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 # 39

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. Sustainability strategy
- B. Benefit realization 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 # 40

Assume that for the past 12 months you have been the change manager on a project team tasked with the rollout of a new human resource information system (HRIS). This change has impacted 200 managers and 1,500 employees across multiple locations. The change is a great success and is ready to be formally closed. What major activity is undertaken to gain approval for the completion of the change?

- A. Complete an evaluation of outcomes against objectives of the change
- B. Obtain a quick sign-off before moving on to the next change project
- C. Develop a rewards and recognition program to sustain achieved outcomes
- D. Prepare and facilitate a lessons learned presentation to the change team

**Answer: A**

Explanation:

Formal closure requires demonstrating that the change met its objectives. ACMP specifies conducting a structured evaluation of outcomes against objectives as a prerequisite to closure. Quick sign-off (A) undermines credibility, lessons learned (B) are valuable but not the approval step, and rewards programs (D) support sustainability. The sponsor's decision to close is based on evidence that outcomes align with objectives, making C the correct answer.

(Reference: ACMP Standard, Process Group 5 - Close; Activity: Evaluate outcomes vs. objectives before seeking approval for closure.)

#### NEW QUESTION # 41

What information should be captured during the process of identifying sponsors accountable for the change?

- A. Cultural elements that may help achieve the expected benefits
- B. Risks and opportunities that can affect the change outcomes
- C. Potential change obstacles and conflicts
- D. Motivation, abilities, expectations and concerns regarding the change

**Answer: D**

Explanation:

During sponsor identification, ACMP recommends capturing motivation, abilities, expectations, and concerns. This information helps in coaching, aligning, and ensuring sponsors are prepared to fulfill their role. Obstacles (B), culture (C), and risks (D) are important but are addressed in separate analyses. The sponsorship process focuses specifically on individual leaders' readiness and capabilities, making option A the correct answer.

(Reference: ACMP Standard, Process Group 2 - Sponsorship; Activity: Identify sponsors and capture motivations, expectations, and abilities.)

#### NEW QUESTION # 42

How would a change manager ensure that managers and supervisors are equipped with the tools they need to assist their employees through a change process?

- A. By preparing and executing the learning and development plan
- B. By preparing and executing the new performance plan
- C. By preparing and executing the stakeholder analysis
- D. By preparing and executing the sustainability plan

**Answer: A**

Explanation:

ACMP emphasizes that learning and development plans are not limited to frontline employees - they also extend to managers and supervisors. Supervisors play a critical role in coaching, reinforcing, and clarifying expectations for their teams. The learning and development plan ensures that leaders are trained in the tools and techniques they need to guide employees effectively. Sustainability (A) occurs later to reinforce adoption.

Performance planning (B) supports long-term integration, and stakeholder analysis (D) identifies who is impacted but does not provide tools. Therefore, the correct answer is C.

(Reference: ACMP Standard, Process Group 3 - Learning and Development Plan; Purpose: Equip all levels, including supervisors,

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