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ACMP Global Certified Change Management Professional Sample Questions (Q139-Q144):

NEW QUESTION # 139
The vice president of marketing is the sponsor for a major change initiative. She recently accepted a new assignment in the international customer care organization and is leaving the vice president of marketing position. No replacement has been named. What is the potential project impact caused by losing a sponsor?

- A. Reworking of the stakeholder engagement plan
- B. Potential change in benefits realization
- C. Impact to vision and direction
- D. Loss of momentum until a replacement is found

Answer: C

Explanation:
ACMP highlights that sponsors providevision, direction, and authorityfor change. Losing a sponsor disrupts clarity on vision and alignment, leaving the initiative without executive-level accountability. While momentum may also be affected, the most critical risk is theloss of vision and directionuntil a new sponsor is identified. This underscores why succession planning and sponsorship continuity are essential in change management.
(Reference: ACMP Standard, Process Group 2 - Sponsorship Strategy; Outcomes: Ensure active, continuous sponsorship to maintain direction and vision.)

NEW QUESTION # 140
What is the overall purpose of a sustainability strategy?

- A. To ensure that responsibilities for different parts of the change process are transferred as necessary
- B. To ensure that the change process continues after the objective has been met
- C. To describe how the change will become part of the organization's normal functioning
- D. To increase the chances that the organization will still exist in the future

Answer: C

Explanation:
The ACMP Standard defines asustainability strategyas the plan that ensures the change becomes "the new normal" within the organization. It includes reinforcement activities, continuous improvement, recognition programs, and alignment of performance management. Options B and D represent partial benefits but not the comprehensive purpose. Option C is unrelated to change adoption and focuses instead on organizational survival. Thus, option A best describes the overarching purpose.
(Reference: ACMP Standard, Process Group 4 - Sustainability Plan; Objective: Ensure the change is embedded into daily organizational functioning.)

NEW QUESTION # 141
The project sponsor has a general understanding of his role but wants to learn more about his responsibilities and how he will be coached and supported in fulfilling his role. What deliverable provides this information?

- A. Sponsor strategy
- B. Sponsor alignment assessment
- C. Sponsorship plan
- D. Sponsor assessment

Answer: C

Explanation:
Thesponsorship planoutlines how sponsors will be engaged, coached, and supported throughout the change.
According to ACMP, this plan includes expectations for visible behaviors, communications, and governance participation. Sponsor assessments (B and D) help evaluate readiness and alignment, while strategy (C) is higher-level. Theplan(A) provides actionable guidance, ensuring the sponsor understands roles and receives support.
(Reference: ACMP Standard, Process Group 2 - Sponsorship Plan; Output: Define sponsor responsibilities and provide coaching/support activities.)

NEW QUESTION # 142

When executing the change management plan, it is possible that the initial financial forecasting of budget and resources may change. What are the key measures the change lead should take to ensure senior stakeholders are kept informed?

- A. Ask the project/program manager to provide updates on the planned budget for the change
- B. Provide regular reports on spending against the budget for senior stakeholders to ensure transparency
- C. Provide updates to senior stakeholders only if and when the planned budget is impacted to minimize confusion and time
- D. Regularly send an email to the project team asking for more funding for resources as needed

Answer: B

Explanation:

The ACMP Standard underscores the importance of financial transparency in maintaining sponsor and leadership confidence. The best practice is to provide regular reports on spending versus budget. Option B risks delayed awareness, C passes accountability away from the change lead, and D is unstructured.
Therefore, option A is the correct approach to ensuring senior stakeholders are fully informed.
(Reference: ACMP Standard, Process Group 4 - Execute; Activity: Provide transparent reporting on budget and resources to stakeholders.)

NEW QUESTION # 143

What is the primary purpose of conducting a learning needs assessment?

- A. To assess stakeholder availability for anticipated training and development
- B. To attain sponsor approval to fund the anticipated training program as needed
- C. To define the knowledge, skills, social and behavioral abilities needed to sustain the future state
- D. To evaluate the most current learning approaches available to prepare for the future state

Answer: C

Explanation:

A learning needs assessment identifies the knowledge, skills, and behaviors that individuals and groups require to perform effectively in the future state. According to ACMP, this assessment is essential to determine gaps between current competencies and those required by the change. It informs the learning and development strategy that will close these gaps through training, coaching, or performance support. Availability (A) and methods (D) may influence design, but the fundamental purpose is defining the capabilities needed to sustain the change. Sponsor approval (C) is an outcome of planning, not the purpose of assessment.
(Reference: ACMP Standard, Process Group 1 - Readiness; Activity: Conduct learning needs assessment; Input to Process Group 3 - Develop Learning and Development Plan.)

NEW QUESTION # 144

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