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CCMP Test Questions With Complete Correct Answers

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ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> 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.
Topic 2	<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.
Topic 3	<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 4	<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 5	<ul style="list-style-type: none"> 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.

ACMP Global Certified Change Management Professional Sample Questions (Q89-Q94):

NEW QUESTION # 89

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

Answer: C

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 # 90

Which plan is used to document continuous improvement steps such as implementing tasks based on feedback and observations?

- A. Measurement and benefits realization plan
- **B. Sustainability plan**
- C. Learning and development plan
- D. Stakeholder engagement plan

Answer: B

Explanation:

Continuous improvement is embedded within the sustainability plan. ACMP emphasizes that sustainability requires monitoring adoption, capturing feedback, and making iterative improvements to ensure the change endures. Learning and development (B) addresses skills, measurement (C) focuses on outcomes, and engagement (D) fosters involvement. Only the sustainability plan (A) formally captures continuous improvement activities.

(Reference: ACMP Standard, Process Group 4 - Sustainability Plan; Activity: Implement feedback-driven continuous improvement to sustain change.)

NEW QUESTION # 91

How would you ensure a competency for managing change exists in your organization?

- A. Identify clarity around change goals and outcomes achieved
- B. Identify positive outcomes from each change project and opportunities for improvement
- **C. Assess change readiness in the organization in an ongoing fashion**
- D. Define a process to determine sponsorship effectiveness

Answer: C

Explanation:

Building organizational competency in change requires ongoing assessment of readiness. ACMP emphasizes institutionalizing practices such as evaluating capacity, leadership alignment, stakeholder preparedness, and cultural enablers. While reviewing outcomes (A), sponsorship effectiveness (C), and goal clarity (D) contribute to maturity, the most comprehensive practice for competency building is continuous readiness assessment, ensuring the organization is prepared for future changes.

(Reference: ACMP Standard, Process Group 1 - Evaluate; Activity: Conduct ongoing readiness assessments to build organizational change competency.)

NEW QUESTION # 92

What plan must be executed to ensure the results achieved through the adopted change are maintained?

- A. Human resource plan
- **B. Sustainability plan**
- C. Stakeholder engagement plan
- D. Transition plan

Answer: B

Explanation:

The sustainability plan ensures results are reinforced and maintained after initial adoption. ACMP explains that this plan integrates reinforcement mechanisms, monitoring adoption, aligning performance management, and recognizing behaviors. Transition plans (A) handle operational handoffs, stakeholder engagement (B) supports involvement, and human resource plans (D) address capacity. To ensure outcomes are sustained, the correct plan is the sustainability plan (C).

(Reference: ACMP Standard, Process Group 4 - Execute; Sustainability Plan ensures long-term adoption and embedding into

operations.)

NEW QUESTION # 93

During the execution phase, what can a change manager do to ensure the most effective use of people?

- A. Establish a process to monitor physical resources and their performance
- B. Implement a controlled spending request and approval process
- C. Implement a process for creating, storing, and sharing documents and reports
- D. Integrate human resources with the change to give input on how to execute

Answer: D

Explanation:

People are the key enablers of change. To ensure their effective use, ACMP recommends integrating human resources into execution by involving them in planning, coaching, and execution decisions. HR can help align staffing, training, and performance systems to support adoption. Controlled spending (B), monitoring physical resources (C), and document management (D) address other aspects of resource management but not the people side. Thus, option A reflects ACMP's focus on effective utilization of human resources.

(Reference: ACMP Standard, Process Group 4 - Execute; Activity: Leverage human resources effectively to drive change execution.)

NEW QUESTION # 94

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