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ACMP-CCMP Exam Questions and Answers 100% Pass

Evaluate Change Impact and Organizational Readiness - ✓✓ The processes in this group are designed to assess, evaluate, and anticipate an organization and its stakeholders' readiness, ability, and capacity to undergo a transition from the current state to a future state. The processes also include an assessment of the change and the impact the change will have on the individual and organization. History, culture, and value systems play key roles in these evaluations. The results provide change practitioners with information to calibrate leader expectations and to scale and customize change management plans and activities.

Formulate the Change Management Strategy - ✓✓ The processes in this group are designed to develop the high-level approach for change management with sponsors, change leaders, content developers, program managers, customers, and others on the project. This approach includes governance, risks, resources, budget, and reporting. The change strategy will incorporate, integrate, and align change management plans, activities, tasks, and milestones into the other activities and operations of an organization and its stakeholders at the onset of a change (timing and sequence). Stakeholder engagement is included in this process group.

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ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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.
Topic 4	<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.

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ACMP Global Certified Change Management Professional Sample Questions (Q150-Q155):

NEW QUESTION # 150

After communication meetings with all employees impacted by a change initiative, the feedback was that many of them do not understand the reasons for this change. Which part of the communications strategy is most likely to be revised to achieve desired outcome of change communication?

- A. Business rationale as case for change
- B. Stakeholders should be able to change
- C. Stakeholders should know how to change
- D. Stakeholders should be adaptable and focused on the future

Answer: A

Explanation:

If employees do not understand why the change is happening, the issue lies in the business rationale/case for change component of the communication strategy. ACMP stresses that building awareness starts with a clear explanation of why change is needed, risks of not changing, and expected benefits. The other options (B-D) deal with ability, adaptability, or future readiness, which follow only after a strong rationale is understood.

Thus, revising the business rationale (A) is necessary.

(Reference: ACMP Standard, Process Group 3 - Communication Plan; Activity: Communicate business rationale to build awareness and alignment.)

NEW QUESTION # 151

What best describes when leaders recognize the people side of change and visibly participate with stakeholders throughout the project?

- A. Effective communication
- B. Change management

- C. Top-down management
- **D. Effective sponsorship**

Answer: D

Explanation:

ACMP stresses that effective sponsorship is the strongest predictor of success in change initiatives. It requires leaders to be active, visible, and aligned- recognizing the people side of change and engaging directly with stakeholders. Communication (A) is a tool, while change management (D) is the discipline. Top-down management (C) implies directive authority rather than visible, supportive engagement. Thus, option B correctly defines the concept.

(Reference: ACMP Standard, Process Group 2 - Sponsorship; Critical Success Factor: Active and visible sponsorship.)

NEW QUESTION # 152

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

Answer: B

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, to support employees in change adoption.)

NEW QUESTION # 153

What plan uses the stakeholder skills inventory and gap analysis as key components?

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

Answer: C

Explanation:

The learning and development plan directly uses inputs such as skills inventories and gap analyses. These tools determine what competencies are missing and what training or coaching is required to prepare stakeholders for the future state. Transition planning (A) focuses on operational handovers, engagement (D) on involvement and buy-in, and measurement (B) on success criteria. Only option C ties directly to the skill inventory and gap analysis process.

(Reference: ACMP Standard, Process Group 3 - Learning and Development Plan; Inputs: Skills inventory and gap analysis.)

NEW QUESTION # 154

What should happen if a communications strategy is successfully developed and implemented?

- **A. Stakeholders should understand the purpose of the change**
- B. Stakeholders should be able to change
- C. Stakeholders should know how to change
- D. Stakeholders should be adaptable and focused on the future

Answer: A

Explanation:

The first outcome of an effective communication strategy is awareness and understanding of the purpose of the change. ACMP states that communication builds awareness (why), understanding (what/how), and reinforcement. While adaptability, knowledge, and ability are further outcomes linked to training or leadership, the direct communication outcome is that stakeholders clearly understand why the change is happening. Thus, option A is the best answer.

(Reference: ACMP Standard, Process Group 4 - Execute Communication Strategy; Outcome: Build awareness of the purpose of the change.)

NEW QUESTION # 155

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