

CCMP證照考試, CCMP PDF, CCMP測試引擎



ACMP CCMP Test Specification

Updated: November 15, 2019

Domain	Task	Percentage of Examination
The Standard for Change Management. Process Group 1. Evaluate Change Impact and Organizational Readiness	1. Define the Change	25%
	2. Determine Why the Change is Required	
	3. Develop a Clear Vision of the Desired Future State, with Leadership and Aligned with Objectives and Goals	
	4. Identify Objectives, Goals, and Success Criteria	
	5. Identify Stakeholders Affected by the Change	
	6. Identify Sponsors Accountable for the Change and Assess Their Alignment with, and Commitment to, the Change	
	7. Assess the Degree of Change and the Impact on People, Processes, Tools, Organizational Structure, Job, Roles, and Technology	
	8. Assess Alignment of the Change with Organizational Strategy Objectives and Performance Management	
	9. Assess External Factors that may Affect Organizational Change	
	10. Assess Organization Culture(s) Related to the Change	
	11. Assess Organization Capacity for Change	
	12. Assess Organizational Readiness for Change	
	13. Assess Communication Needs, Communication Channels, and Ability to Develop Key Messages	
	14. Conduct Learning Needs Assessment	
	15. Conduct Change Risks Assessment	
The Standard for Change Management. Process Group 2. Formulate the Change Management Strategy	1. Develop the Communication Strategy	24%
	2. Develop the Sponsorship Strategy	
	3. Develop the Stakeholder Engagement Strategy	
	4. Develop the Change Impact and Readiness Strategy	
	5. Develop the Learning and Development Strategy	
	6. Develop the Measurement and Benefit Realization Strategy	
	7. Develop the Sustainability Strategy	
The Standard for Change Management. Process Group 3. Develop the Change Management Plan	1. Develop a Comprehensive Change Management Plan: a. Resource Plan b. Communication Plan c. Sponsorship Plan d. Stakeholder Engagement Plan e. Learning and Development Plan f. Measurement and Benefits Realization Plan g. Sustainability Plan	18%
	2. Integrate Change Management and Project Management Plans	

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此外，這些Fast2test CCMP考試題庫的部分內容現在是免費的：https://drive.google.com/open?id=1dF8Q_OOJYt7iXNLCPlrQcjejLS02XKmu

CCMP認證考試是現今很受歡迎的考試。還沒有取得這個考試的認證資的你，肯定也想參加這個考試了吧。確實，這是一個困難的考試，但是這也並不是說不能取得高分輕鬆通過考試。那麼，還不知道通過考試的捷徑的你，想知道技巧嗎？我現在告訴你，那就是Fast2test的CCMP考古題。

ACMP Global CCMP 考試大綱：

主題	簡介
主題 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.
主題 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.

主題 3	<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.
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>> CCMP證照考試 <<

CCMP PDF & CCMP測試引擎

沒有人除外，我們Fast2test保證你100%的比例，今天你選擇Fast2test，選擇你要開始的訓練，並通過你的下一次的考題，你將得到最好的資源與市場的相關性和可靠性保證。Fast2test ACMP Global的CCMP考題和答案反映的問題問CCMP考試。

最新的 Change Management Professional CCMP 免費考試真題 (Q137-Q142):

問題 #137

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. Benefit realization strategy
- B. Learning and development strategy
- C. Communications strategy
- D. Sustainability strategy

答案： B

解題說明：

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.)

問題 #138

What deliverables are relevant to develop a clear vision of the future state?

- A. Organizational vision, mission, values, business case and strategic planning
- B. Business case, charter and strategic plan
- C. Organization vision/mission/values, stakeholder analysis and charter
- D. Business case, stakeholder analysis and strategic plan

答案： A

解題說明：

A clear vision of the future state requires integrating multiple elements:

* Organizational vision, mission, and values- define long-term direction and cultural anchors.

* Business case- establishes rationale, risks, and benefits of the change.

* Strategic planning- ensures the change aligns with enterprise goals and priorities. Together, these deliverables define not only what the future will look like but also why it matters and how it aligns to the larger organization's purpose. Other options omit critical components. Option D best reflects the ACMP framework. (Reference: ACMP Standard, Process Group 2 - Formulate Strategy; Define Future State Vision and ensure strategic alignment with organizational purpose and business case.)

問題 #139

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 new performance plan
- D. By preparing and executing the sustainability plan

答案: B

解題說明:

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.)

問題 #140

What are some of the criteria you should consider to evaluate success?

- A. Staff turnover, profit increases, return on investment and balanced scorecards
- B. Employee engagement survey results, profitability increases, quality enhancements and increased company valuation
- C. Increase in production, budget achievement, KPIs and market share increases
- **D. Performance metrics, cultural indicators, employee behavior and customer satisfaction scores**

答案: D

解題說明:

ACMP stresses that success should be measured from both people adoption outcomes and business performance results. The most comprehensive set includes:

* Performance metrics: concrete operational improvements tied to the initiative.

* Cultural indicators: alignment with values and behaviors supporting sustainability.

* Employee behaviors: observable evidence of adoption in daily practices.

* Customer satisfaction scores: external confirmation of impact. Options A, B, and D emphasize financial or operational results but neglect culture and behavior, which ACMP highlights as essential for sustained change. Thus, option C offers the balanced approach consistent with the ACMP Standard.

(Reference: ACMP Standard, Process Group 5 - Close; Activity: Evaluate success using adoption metrics, culture, behavior, and performance outcomes.)

問題 #141

What best describes when a proposed change will have a high impact on the organization's financial performance/health?

- A. A high level of awareness
- B. A high level of adoption
- **C. A high level of risk**
- D. A high level of commitment

答案: C

解題說明:

When a change significantly affects financial health, it is classified as a high-risk initiative. ACMP highlights that risk increases with larger impacts on finances, operations, and culture. Awareness (A), commitment (B), and adoption (D) are important factors for success but do not describe the inherent risk. Therefore, the correct framing of financial impact is high level of risk (C). This requires stronger governance, sponsor involvement, and monitoring.

(Reference: ACMP Standard, Process Group 1 - Evaluate; Activity: Risk assessment considers organizational financial performance as a major factor.)

問題 #142

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