

CCMPブロンズ教材、CCMP日本語版問題集



BONUS!!! PassTest CCMPダンプの一部を無料でダウンロード：<https://drive.google.com/open?id=1OE9td0nSkWCVTCqXF1JZggsaHNiSLLVG>

一番優秀な資料を探すのは大変ですか？ ACMP GlobalのCCMP試験に合格するのは難しいですか？ 我が社 PassTestのCCMPを通して、これらの問題を簡単に解決できます。弊社は通過率が高い資料を提供して、勉強中に指導を与えられています。購入したい意向があれば、我々PassTestのホームページをご覧ください。

ACMP Global CCMP 認定試験の出題範囲：

トピック	出題範囲
トピック 1	<ul style="list-style-type: none">変更管理計画の実行、管理、および実施のモニタリング：このセクションでは、変更管理者とプログラムリーダーのスキルを評価し、変更管理計画の全要素の実行に焦点を当てます。リソースの割り当て、コミュニケーション、スポンサーシップ、ステークホルダーのエンゲージメント、学習、測定、ベネフィットの実現、持続可能性、そして望ましい成果を達成するために必要となる計画の調整を網羅します。
トピック 2	<ul style="list-style-type: none">チェンジマネジメント戦略の策定：このセクションでは、チェンジマネージャーとプログラムリーダーのスキルを評価し、包括的なチェンジマネジメント戦略の策定に焦点を当てます。組織目標に合致するリソース、コミュニケーション、スポンサーシップ、ステークホルダーエンゲージメント、影響評価、学習、測定、ベネフィット実現、持続可能性に関する戦略の策定が含まれます。
トピック 3	<ul style="list-style-type: none">変更管理作業の終了：このセクションでは、変更管理者とプログラムリーダーのスキルを評価し、変更イニシアチブの成功の評価、学んだ教訓の実施、推奨アクションの文書化、完了の承認の取得、所有権の移行、持続可能性の確保、成果の認識について説明します。

- 倫理: このセクションでは、チェンジマネジメントにおける倫理的な行動を示すことに焦点を当て、チェンジマネジメント・マネージャーとコンプライアンス・オフィサーのスキルを評価します。誠実さ、責任、公平性、敬意の促進、そして規律の推進を網羅するとともに、チェンジマネジメント・コミュニティ内の実務者を支援します。

>> CCMPブロンズ教材 <<

CCMP日本語版問題集 & CCMP過去問

異なる電子機器でCCMP試験問題を練習する場合。APPバージョンのCCMPトレーニングブレインダンプは非常に便利です。さらに、CCMPトレーニング資料のオンライン版はオフライン状態でも機能します。CCMP学習ガイドを購入すると、オフライン状態のときに試験を準備するためにCCMP学習教材を使用できます。CCMP試験問題のオンライン版が気に入っていただければと思います。

ACMP Global Certified Change Management Professional 認定 CCMP 試験問題 (Q52-Q57):

質問 # 52

What is the role of human resource management in a major change effort?

- A. A strategic function for identifying the most effective use of people
- B. The art of ensuring that discipline and focus is well maintained
- C. A process that ensures there is a good working relationship between the project and change management teams
- D. The department with the responsibility of hiring and firing

正解: A

解説:

ACMP frames Human Resources as a strategic partner in change efforts. Beyond administrative hiring/firing, HR ensures that talent deployment, skills alignment, and workforce strategies enable successful adoption.

HR collaborates with change leaders to identify where skills must be developed, how performance management systems reinforce new behaviors, and how recognition and rewards sustain the change. By focusing on the effective use of people, HR connects workforce planning to change adoption and benefits realization. Options A, C, and D describe tactical or narrow roles, but ACMP emphasizes HR's strategic function in aligning people and organizational goals.

(Reference: ACMP Standard, Process Group 3 - Resource Plan; and ACMP Standard, Execution: Align HR systems such as performance, rewards, training with change goals.)

質問 # 53

What process determines the size, scope, timing and complexity of the change effort?

- A. Assessing the change impact
- B. Assessing sponsorship
- C. Identifying stakeholders
- D. Assessing benefits realized

正解: A

解説:

Change impact assessment evaluates the depth and breadth of the change across processes, people, technology, and culture. ACMP specifies this activity determine size, scope, timing, and complexity of the effort. Stakeholder identification (B) and sponsorship assessment (C) are complementary but not sufficient to define overall impact. Benefits realization (A) occurs later during execution. Thus, option D directly corresponds with this critical evaluation activity.

(Reference: ACMP Standard, Process Group 1 - Evaluate; Activity: Conduct change impact assessment.)

質問 # 54

What is the objective of a stakeholder engagement strategy?

- A. To ensure that key impacted individuals are identified and engaged
- B. To engage all managers as stakeholders is key for change success
- C. To engage the most resistant employees in the change
- **D. To ensure that individuals or groups affected by a change are engaged in the change effort**

正解: D

解説:

The stakeholder engagement strategy defines how individuals and groups impacted by the change will be engaged throughout the initiative. According to ACMP, the purpose is to build trust, reduce resistance, and strengthen adoption by ensuring those affected are actively involved in the process. While resistant employees (B) and managers (A) are subsets of stakeholders, the broader objective is inclusivity of all affected groups (option D). Identification (C) is part of stakeholder analysis, not the engagement strategy itself.

(Reference: ACMP Standard, Process Group 2 - Stakeholder Engagement Strategy; Outcome: Ensure engagement of individuals and groups impacted by the change.)

質問 # 55

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

正解: D

解説:

The sponsorship plan outlines 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. The plan (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.)

質問 # 56

What should a learning and development strategy be able to demonstrate?

- **A. The skills and competencies needed to perform in the changed environment**
- B. The methods of developing a useful training strategy
- C. The current training methods and tools
- D. The impact a change brought to an individual

正解: A

解説:

The purpose of a learning and development strategy is to close skills and competency gaps identified in the learning needs assessment. It must demonstrate what knowledge, skills, and behaviors are required for success in the future state and how these will be built. While training methods (B, C) are included in planning, the core demonstration is the competency framework aligned to the change. Individual impact (A) may be measured later but is not the strategy's primary output. Thus, option D best aligns with ACMP guidance.

(Reference: ACMP Standard, Process Group 3 - Develop Learning and Development Plan; Outputs: Defined competencies and skill-building activities.)

質問 # 57

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