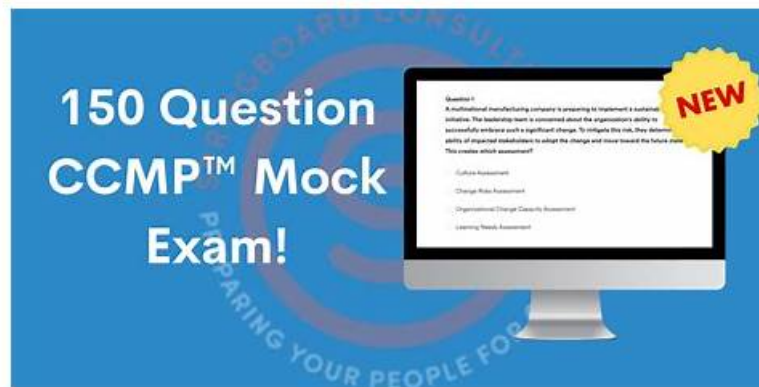


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ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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 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.
Topic 4	<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 5	<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.

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ACMP Global Certified Change Management Professional Sample Questions (Q126-Q131):

NEW QUESTION # 126

As the change lead for a new sanitation project in Nigeria, you are defining success criteria as well as measures to monitor if the implemented change is achieving its expected benefits. What are you developing?

- A. The measurement and benefit realization strategy
- B. The project evaluation strategy
- C. The sustainability strategy
- D. The outcome realization strategy

Answer: A

Explanation:

Defining success criteria and measures to track progress is the essence of a measurement and benefits realization strategy. ACMP defines this plan as a framework for identifying metrics, assigning accountability, and monitoring progress toward adoption and benefits. Sustainability (B) focuses on reinforcement after adoption, while evaluation strategies (C, D) are generic terms not part of the ACMP Standard. Thus, option A is the accurate and standard-aligned choice.

(Reference: ACMP Standard, Process Group 3 - Measurement and Benefits Realization Plan; Purpose: Define success criteria and measures to track adoption.)

NEW QUESTION # 127

Midway through a change the change manager identifies that key performance indicators are signaling the project is falling short of its goals. What plan has the change manager likely reviewed?

- A. Transition plan
- B. Stakeholder engagement plan
- C. Sustainability plan
- D. Measurement and benefits realization plan

Answer: D

Explanation:

When monitoring KPIs and adoption metrics during execution, the relevant plan is the measurement and benefits realization plan. This plan sets out the metrics, reporting mechanisms, and thresholds to identify whether the change is achieving expected benefits. The transition plan focuses on handover, the stakeholder engagement plan on participation, and the sustainability plan on long-term embedding. Detecting shortfalls in performance indicators directly aligns with reviewing the measurement and benefits realization plan. (Reference: ACMP Standard, Process Group 4 - Execute; Outcomes: Monitor adoption and benefits; Activities: Implement measurement and benefits realization strategy.)

NEW QUESTION # 128

Stakeholder analysis, change readiness assessments and the change characteristics indicate a high risk in your project. What would you include in your risk mitigation plan?

- A. External vendors for training
- B. Demands for increased budget
- C. Stressing the importance of the vision statement
- D. Activities to handle the stakeholder resistance

Answer: D

Explanation:

When assessments highlight high risk, ACMP advises incorporating resistance management activities into the mitigation plan. These activities include addressing concerns, clarifying roles, and creating feedback mechanisms. Hiring vendors (B) may help with training but does not address resistance. Reinforcing the vision (C) is important but not comprehensive, and budget increases (D) are reactive. Proactively managing resistance (A) is the recommended mitigation.

(Reference: ACMP Standard, Process Group 2 - Risk Management Strategy; Activity: Include resistance management activities in mitigation planning.)

NEW QUESTION # 129

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 adaptable and focused on the future
- C. Stakeholders should be able to change
- D. Stakeholders should know how to change

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 # 130

What are some of the key elements in a sustainability strategy?

- **A. Communication, performance management, rewards and recognition, and continuous process improvement**
- B. Stakeholders and sponsors, training strategy, feedback channels and messaging frequency and engagement strategy
- C. Establishing timelines, continuous process improvement, training strategy and a vision statement
- D. SWOT analysis, training strategy, stakeholder analysis and a vision statement

Answer: A

Explanation:

ACMP defines a sustainability strategy as the framework that ensures adoption becomes part of organizational culture and ongoing operations. The key elements include:

* Communication to reinforce messages after go-live.

* Performance management to integrate expectations into roles.

* Rewards and recognition to reinforce new behaviors.

* Continuous process improvement to adapt and refine the change. Options A, B, and D list useful elements, but they are incomplete or misaligned with ACMP's emphasis on reinforcement and institutionalization. The comprehensive package is option C. (Reference: ACMP Standard, Process Group 4 - Sustainability Plan; Activities: Communication, measurement, performance management, rewards and recognition, continuous improvement.)

NEW QUESTION # 131

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