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CCMP Test Questions With Complete Correct Answers



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Official ACMP Global CCMP Practice Test, New CCMP Exam Questions

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ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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">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 5	<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.

ACMP Global Certified Change Management Professional Sample Questions (Q56-Q61):

NEW QUESTION # 56

You have been approached for a new job at a new employer. When you have your first in-person interview, the position the hiring manager describes to you is well beyond your qualifications, skills, experience and background. What section in ACMP's Code of Ethics might you want to review before accepting the assignment?

- A. Duty of Fairness
- B. Duty of Responsibility
- C. Duty of Honesty
- D. Duty of Respect

Answer: B

Explanation:

The ACMP Duty of Responsibility requires practitioners to accept assignments only when they have the skills, qualifications, and experience to perform them competently. Taking on a role beyond one's expertise could put the organization, stakeholders, and the practitioner at risk. While Honesty (D) and Fairness (B) also apply to ethical behavior, the specific tenet addressing this situation

is Responsibility- ensuring accountability and due diligence in accepting professional engagements. Respect (C) concerns valuing diversity and stakeholder perspectives. Thus, option A aligns directly with ACMP's Code of Ethics.
(Reference: ACMP Code of Ethics, Duty of Responsibility - practitioners must only undertake assignments they are qualified to perform.)

NEW QUESTION # 57

What document addresses closing the competency gap?

- A. Communications strategy
- B. Change impact and readiness strategy
- C. Stakeholder engagement strategy
- **D. Learning and development strategy**

Answer: D

Explanation:

The learning and development strategy is designed to close competency gaps by identifying and addressing the skills, knowledge, and behaviors stakeholders need to adopt the change. According to ACMP, this plan includes training design, coaching, and knowledge transfer activities that prepare individuals for the future state. Stakeholder engagement (B) ensures participation, impact and readiness (C) measure preparedness, and communications (D) raise awareness. However, the plan that directly closes the competency gap is option A.

(Reference: ACMP Standard, Process Group 3 - Learning and Development Plan; Purpose: Equip stakeholders to build competencies required in the future state.)

NEW QUESTION # 58

A change in leadership resulted in a need to adjust an existing change management plan. To maintain momentum, what needs to happen after these adjustments are approved?

- **A. Decisions are communicated to all relevant stakeholders**
- B. Original plans are immediately deleted
- C. A person is identified to respond to questions about the adjustment
- D. Decisions are communicated to governing bodies only

Answer: A

Explanation:

Maintaining momentum requires transparent communication of adjustments to all relevant stakeholders.

ACMP emphasizes that changes in sponsorship or leadership demand careful communication so stakeholders understand impacts on scope, expectations, and behaviors. Communicating only to governing bodies (B) risks disengagement. Identifying a responder (A) is insufficient, and deleting plans (D) removes valuable history.

Option C aligns with ACMP's standard for ensuring adjustments are widely communicated to sustain confidence and momentum.

(Reference: ACMP Standard, Process Group 3 - Plan Development; Guidance: Communicate plan changes clearly to all relevant stakeholders.)

NEW QUESTION # 59

What should be included in the process of assessing an organization's readiness for change?

- **A. Level of comprehension, culture and sponsorship**
- B. Market factors, capacity and saturation
- C. Market factors, sponsorship and level of comprehension
- D. Perceptions, level of comprehension and culture

Answer: A

Explanation:

Organizational readiness involves assessing both internal and external conditions. ACMP identifies three crucial factors:

* Level of comprehension- Do stakeholders understand the change and its implications?

* Culture- Do organizational values and norms support or resist the change?

* Sponsorship- Are sponsors active, visible, and aligned to lead the effort? These factors help predict adoption barriers and inform risk and strategy design. While perceptions (D) matter, readiness assessments go deeper into comprehension. Market factors (A and B) are important at the strategic alignment stage, but not central to readiness evaluation. (Reference: ACMP Standard, Process Group 1
- Evaluate; Readiness Assessment Activities: Assess comprehension, culture, sponsorship, and contextual enablers/barriers.)

NEW QUESTION # 60

Why is a sponsor important in a change effort?

- A. Sponsor(s) validate the change management plan
- B. Sponsor(s) are primarily responsible for providing consistent feedback
- C. Sponsor(s) are individually responsible for ensuring adoption of the change
- D. Sponsor(s) are the primary identifier and mitigators of risks

Answer: C

Explanation:

ACMP positions sponsorship as the accountable role for realizing benefits and securing adoption within the sponsor's span of control. Sponsors authorize, prioritize, visibly lead, and ensure middle managers and teams adopt new ways of working. While they also validate plans, give feedback, and help mitigate risks, their defining responsibility is ensuring adoption and benefits realization through visible, sustained leadership.

(Reference: ACMP Standard, cross-cutting role of Sponsorship; Process Groups 2-5: Define sponsorship strategy, engage sponsors, coach sponsors, and sustain visible leadership.)

NEW QUESTION # 61

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