

# ACMP Global CCMP Exam Objectives Pdf | Advanced CCMP Testing Engine



## 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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## ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>• <b>Ethics:</b> 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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>• <b>Evaluate Change Impact and Organizational :</b> 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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>• <b>Formulate the Change Management Strategy:</b> 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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>• <b>Develop and Gain Approval for the Comprehensive Change Management Plan:</b> 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.</li> </ul>

## ACMP Global Certified Change Management Professional Sample Questions (Q148-Q153):

### NEW QUESTION # 148

What is the objective of integrating the project management and change management plans?

- A. To address risks that might occur in both the project and change plan
- **B. To align tasks to facilitate adoption of change**
- C. To develop integrated project charter
- D. To identify project stakeholders and change sponsors

**Answer: B**

Explanation:

Integration ensures that technical deliverables and people-focused activities are aligned to facilitate adoption.

ACMP stresses that managing the technical and people sides in silos leads to delays, resistance, or failure to realize benefits. While risk alignment (D) and charter integration (C) are helpful, the overarching objective is ensuring activities are coordinated to drive adoption. Thus, option B reflects the correct purpose.

(Reference: ACMP Standard, Process Group 2 - Integration of Change and Project Plans; Objective: Align technical and people tasks for adoption success.)

#### NEW QUESTION # 149

What is the overall purpose of a sustainability strategy?

- A. To describe how the change will become part of the organization's normal functioning
- B. To ensure that responsibilities for different parts of the change process are transferred as necessary
- C. To increase the chances that the organization will still exist in the future
- D. To ensure that the change process continues after the objective has been met

**Answer: A**

Explanation:

The ACMP Standard defines a sustainability strategy as the plan that ensures the change becomes "the new normal" within the organization. It includes reinforcement activities, continuous improvement, recognition programs, and alignment of performance management. Options B and D represent partial benefits but not the comprehensive purpose. Option C is unrelated to change adoption and focuses instead on organizational survival. Thus, option A best describes the overarching purpose.

(Reference: ACMP Standard, Process Group 4 - Sustainability Plan; Objective: Ensure the change is embedded into daily organizational functioning.)

#### NEW QUESTION # 150

What is the most compelling reason for considering the external factors that could affect organizational change?

- A. Changes in government policies could negatively impact the planned change
- B. The need to know the new competitors entering the market
- C. To determine the external factors that will enable or constrain the change effort
- D. The commissioning of regular SWOT analysis to enable the organization to monitor its environment and plan its change

**Answer: C**

Explanation:

ACMP highlights that readiness assessments should consider external environment factors such as market conditions, regulations, competition, and economic stability. The purpose is not just to list these factors but to determine how they will enable or constrain the change effort. Competitors (A) and policies (B) are examples, and SWOT (C) is a method, but the broader and most compelling reason is option D.

(Reference: ACMP Standard, Process Group 1 - Evaluate; Activity: Assess external environment and identify enablers/constraints.)

#### NEW QUESTION # 151

Who should be involved to ensure the credibility of measuring change achievements?

- A. The most charismatic leader in the organization
- B. The stakeholder with the highest risk
- C. Someone from the impacted business unit
- D. The sponsor with the highest formal role

**Answer: C**

Explanation:

ACMP stresses that measurement must be credible to stakeholders. This credibility comes when impacted business units are directly involved in tracking and validating results. Including them ensures data reflects real adoption, usage, and performance outcomes rather than only top-down metrics. While sponsors (D) provide authority, credibility rests on operational evidence. Risk stakeholders (C) or charismatic leaders (A) may influence perceptions but not measurement accuracy. Thus, someone from the impacted business unit provides the necessary trust and operational validation of results.

(Reference: ACMP Standard, Process Group 5 - Close; Evaluate outcomes against objectives; Engage impacted groups in benefits validation.)

#### NEW QUESTION # 152

What change management strategy includes communication, metrics tracking, performance management and reward and

recognition?

- A. Realization strategy
- B. Organizational metric strategy
- C. Management strategy
- **D. Sustainability strategy**

**Answer: D**

Explanation:

The sustainability strategy integrates communication reinforcement, tracking of metrics, ongoing performance management, and rewards to ensure change adoption becomes part of normal functioning.

ACMP stresses that without these, stakeholders risk reverting to prior behaviors. Realization strategy (B) focuses on outcomes, while management (C) and metrics strategies (D) are too narrow. Option A captures the holistic sustainability approach.

(Reference: ACMP Standard, Process Group 4 - Sustainability Plan; Components: Communication, measurement, performance, and recognition.)

### NEW QUESTION # 153

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