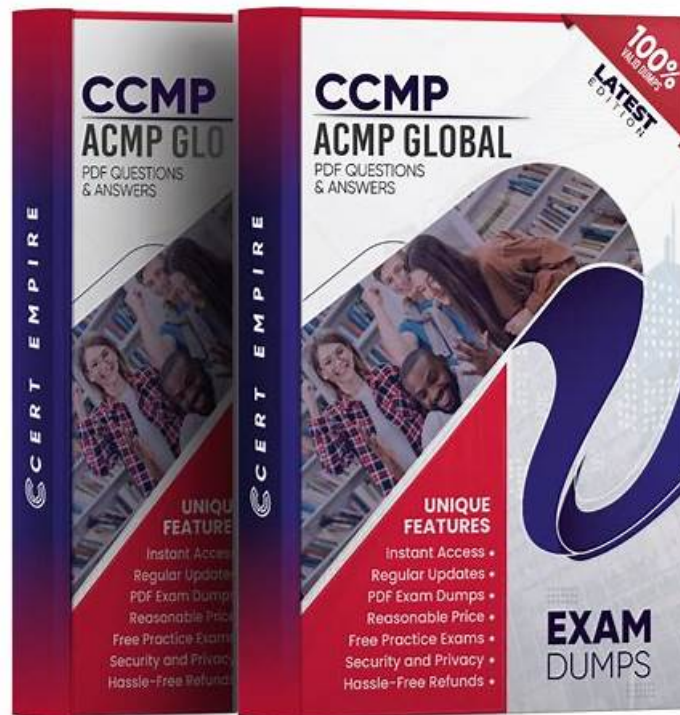


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## ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>

Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
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The desktop Certified Change Management Professional (CCMP) practice test software is similar to the web-based CCMP format as far as its features are concerned. But it works offline only on the Windows operating system. The offline CCMP practice exam can be taken easily just by just installing the software on your Windows laptop or computer. All three Certified Change Management Professional (CCMP) formats of Pass4guide are according to the latest content of the ACMP Global CCMP examination.

### ACMP Global Certified Change Management Professional Sample Questions (Q141-Q146):

#### NEW QUESTION # 141

Who is responsible for coordinating, applying and tracking change management activities?

- A. Change stakeholder
- B. Change agent
- C. Sponsor
- **D. Change management lead**

**Answer: D**

Explanation:

The change management lead is accountable for ensuring change management activities are properly coordinated, applied, and monitored. While sponsors provide leadership and stakeholders participate, the change management lead ensures integration of plans, tracks progress, and adjusts activities as needed.

Change agents support by influencing peers, but they are not accountable for overall coordination. ACMP clearly defines the change lead's role as orchestrator of the process across all groups.

(Reference: ACMP Standard, Process Groups 2-5; Role of Change Lead: Develop, coordinate, execute, and monitor change management activities.)

#### NEW QUESTION # 142

What is an important step to complete to ensure sustainability at the end of a change management effort?

- A. Release of change resources back to their roles of primary responsibility
- B. Creation of final summary report that is shared with senior leaders
- C. Archive the change project outcomes for future reference
- **D. Transfer of ownership for the change outcome to operational resources**

**Answer: D**

Explanation:

Sustainability requires a formal transfer of ownership for ongoing performance, measures, and reinforcement to line/operations.

ACMP prescribes handoff of responsibilities, metrics, and controls to the business to prevent backsliding. Reports and archiving matter, but the sustaining mechanism is operational ownership.

(Reference: ACMP Standard, Process Group 5 - Close; Outcomes: Transfer outcomes/ownership; Activities:

Handover measures, controls, reinforcement plans.)

### NEW QUESTION # 143

What is the primary purpose of conducting a learning needs assessment?

- A. To define the knowledge, skills, social and behavioral abilities needed to sustain the future state
- B. To assess stakeholder availability for anticipated training and development
- C. To evaluate the most current learning approaches available to prepare for the future state
- D. To attain sponsor approval to fund the anticipated training program as needed

**Answer: A**

Explanation:

A learning needs assessment identifies the knowledge, skills, and behaviors that individuals and groups require to perform effectively in the future state. According to ACMP, this assessment is essential to determine gaps between current competencies and those required by the change. It informs the learning and development strategy that will close these gaps through training, coaching, or performance support. Availability (A) and methods (D) may influence design, but the fundamental purpose is defining the capabilities needed to sustain the change. Sponsor approval (C) is an outcome of planning, not the purpose of assessment.

(Reference: ACMP Standard, Process Group 1 - Readiness; Activity: Conduct learning needs assessment; Input to Process Group 3 - Develop Learning and Development Plan.)

### NEW QUESTION # 144

Some steering committee members do not understand the difference between project management and change management and, hence, the uniqueness of each. What clarification should be provided to these committee members?

- A. Project management and change management differ regarding the organizational level they are addressing
- B. Project management and change management have different plans and outcomes for the project
- C. Project management and change management are focused on different stakeholders
- D. Project management and change management methodologies differ in focus

**Answer: D**

Explanation:

ACMP explains that project management focuses on delivering outputs (scope, schedule, budget, quality), whereas change management focuses on ensuring adoption, usage, and benefits realization by addressing the people side of change. This difference in focus is the clearest and most fundamental distinction. While differences in plans, stakeholders, and levels of focus exist, option A captures the primary clarification needed: methodologies differ in focus and objectives.

(Reference: ACMP Standard, Introduction; Distinction between project management outputs and change management outcomes.)

### NEW QUESTION # 145

Which components of the change management plan need to be completed prior to executing the plan?

- A. Project schedule, stakeholder engagement plan and resource plan
- B. Timelines, communications, and project plan
- C. Benefits analysis, resource plan and sustainability plan
- D. Resources, strategies, timelines, communications and learnings

**Answer: A**

Explanation:

Before execution, the project schedule, stakeholder engagement plan, and resource plan must be finalized.

ACMP specifies these as foundational inputs ensuring clarity of timing, stakeholder involvement, and capacity. Timelines and communications (B) or strategies (A) are useful, but without explicit scheduling, resourcing, and engagement planning, execution may lack alignment. Benefits analysis and sustainability (D) are addressed later. Thus, option C is the correct prerequisite for execution.

(Reference: ACMP Standard, Process Group 3 - Develop Plan; Required plans include stakeholder engagement, communication, resource allocation, and scheduling.)

### NEW QUESTION # 146

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These ACMP Global CCMP exam questions give you an idea about the final ACMP Global CCMP exam questions formats, exam question structures, and best possible answers, and you will also enhance your exam time management skills. Finally, at the end of CCMP Exam Practice test you will be ready to pass the final CCMP exam easily. Best of luck in Certified Change Management Professional (CCMP) exam and professional career!!!

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