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CCMP Test Questions and Answers with Certified Solutions

What is included in the contract? ✓✓Anything that is referenced as part of the contract.

Scope ✓✓Which core contract element addresses what the contract is about?

When was the contract agreed? ✓✓Which of the following is NOT one of the four core elements of a contract?

1,3,4 ✓✓Which of the following may be incorporated into the contract? 1.) bid documents 3.) Letters, change orders and specifications. 4.) SOWs, SLAs, RFP, procedures and prices

The bid, negotiation and implementation teams ✓✓Who should be involved in the formal contract hand over meeting?

Keep Satisfied ✓✓A stakeholder group with a low level of impact and a high level of dependence on an outcome is represented as which group type for communication purposes?

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ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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">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.

ACMP Global Certified Change Management Professional Sample Questions (Q33-Q38):

NEW QUESTION # 33

As a mature company in a heavily regulated industry, what is one of the factors that could limit the organizational capacity to change IT systems?

- A. Extent to which the organization has experience with change management tools
- B. External environmental stability
- C. Operational ability to absorb change
- D. Historical experience with change

Answer: C

Explanation:

ACMP identifies change capacity and saturation as key evaluation factors. In a regulated, mature industry, the operational ability to absorb change is often constrained by compliance demands, rigid processes, and simultaneous initiatives. While historical experience and tools matter, the limiting factor is the practical ability of the organization to absorb and execute change without disrupting core operations. Thus, option D is correct.

(Reference: ACMP Standard, Process Group 1 - Evaluate; Activity: Assess change capacity and saturation.)

NEW QUESTION # 34

What best describes when leaders recognize the people side of change and visibly participate with stakeholders throughout the project?

- A. Effective sponsorship
- B. Change management
- C. Effective communication
- D. Top-down management

Answer: A

Explanation:

ACMP stresses that effective sponsorship is the strongest predictor of success in change initiatives. It requires leaders to be active, visible, and aligned- recognizing the people side of change and engaging directly with stakeholders. Communication (A) is a tool, while change management (D) is the discipline. Top-down management (C) implies directive authority rather than visible, supportive engagement. Thus, option B correctly defines the concept.

(Reference: ACMP Standard, Process Group 2 - Sponsorship; Critical Success Factor: Active and visible sponsorship.)

NEW QUESTION # 35

What could be a significant input to the analysis of change objectives and in defining next steps?

- **A. Measurement and benefits realization plan**
- B. Change definition and scope plan
- C. Project schedule and plan
- D. Lessons learned evaluation plan

Answer: A

Explanation:

The measurement and benefits realization plan provides data on whether objectives were met and what gaps remain. This input is critical for analyzing results against change objectives and determining corrective or next steps. While lessons learned inform future practices, and schedules/scopes are important for project management, the direct evidence base for outcome analysis comes from the measurement and benefits realization plan.

(Reference: ACMP Standard, Process Group 5 - Evaluate outcomes; Inputs: Measurement and benefits realization data.)

NEW QUESTION # 36

When executing the change management plan, it is possible that the initial financial forecasting of budget and resources may change. What are the key measures the change lead should take to ensure senior stakeholders are kept informed?

- A. Ask the project/program manager to provide updates on the planned budget for the change
- **B. Provide regular reports on spending against the budget for senior stakeholders to ensure transparency**
- C. Provide updates to senior stakeholders only if and when the planned budget is impacted to minimize confusion and time
- D. Regularly send an email to the project team asking for more funding for resources as needed

Answer: B

Explanation:

The ACMP Standard underscores the importance of financial transparency in maintaining sponsor and leadership confidence. The best practice is to provide regular reports on spending versus budget. Option B risks delayed awareness, C passes accountability away from the change lead, and D is unstructured.

Therefore, option A is the correct approach to ensuring senior stakeholders are fully informed.

(Reference: ACMP Standard, Process Group 4 - Execute; Activity: Provide transparent reporting on budget and resources to stakeholders.)

NEW QUESTION # 37

How can a change manager ensure financial transparency and sustained leadership confidence?

- **A. Regular reports of spending against budget**
- B. Keep track of the spend by posting it on a screen or whiteboard for every meeting
- C. Regular focus on cost management initiatives
- D. Regular informal bonding sessions

Answer: A

Explanation:

Leadership confidence is built on financial transparency. ACMP recommends providing regular reports of spending versus budget as part of change management governance. Informal updates or public postings lack rigor, and focusing on cost initiatives alone doesn't address accountability. Regular financial reporting (option D) demonstrates responsible stewardship, builds trust with executives, and supports continued investment in the change effort.

(Reference: ACMP Standard, Process Group 4 - Execute; Activity: Provide regular progress and resource utilization reports to governance bodies.)

NEW QUESTION # 38

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