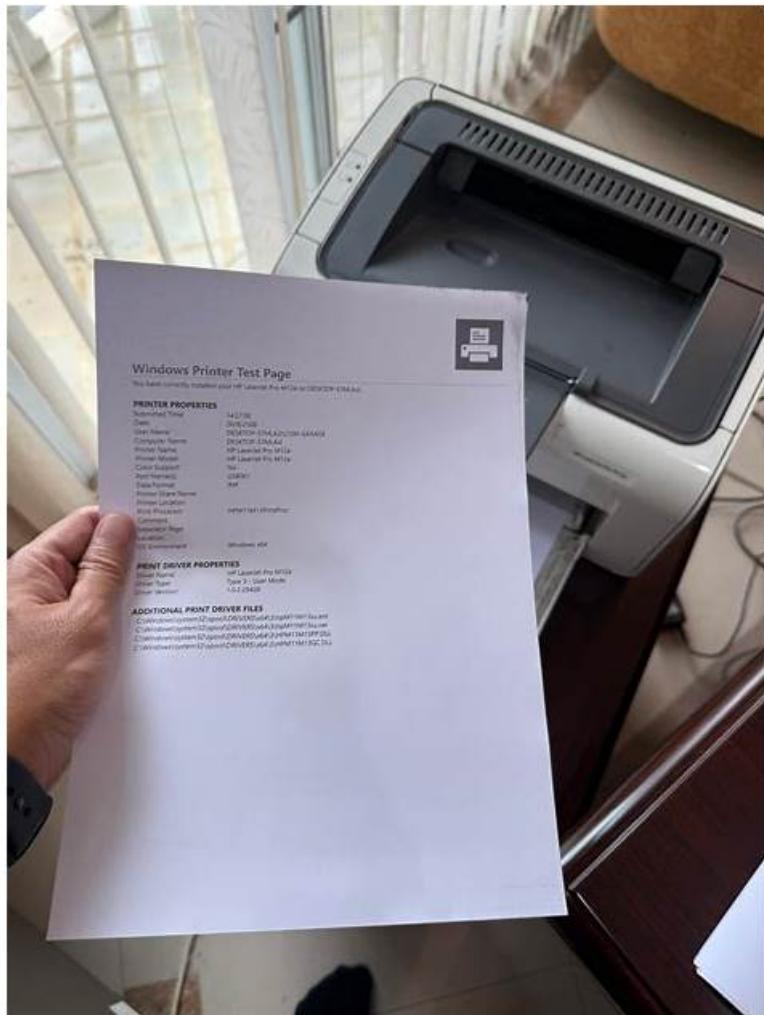


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## ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	<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 2	<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>
Topic 3	<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 4	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 5	<ul style="list-style-type: none"> <li>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.</li> </ul>

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

### NEW QUESTION # 56

You are currently leading a major ongoing change initiative. You observe that the project lacks support, lacks active engagement in the change effort and loses interest in the change effort. Under the circumstances, what would be the best strategy to address this constraint and enable an intervention to happen?

- A. The stakeholder strategy
- B. The communication strategy
- C. The risk management and intervention strategy
- D. The change strategy**

### Answer: D

Explanation:

If an initiative suffers from low support and engagement, it signals a failure in the overall change management strategy. ACMP emphasizes that the strategy must address sponsorship, stakeholder engagement, communication, and readiness. Interventions should begin by reviewing and strengthening the change management strategy(option B) to re-align with organizational goals and re-engage stakeholders.

Risk, communication, and stakeholder strategies are components, but the overarching change strategy defines how all are coordinated to regain momentum.

(Reference: ACMP Standard, Process Group 2 - Formulate Change Management Strategy; Outcome: Define integrated strategy for adoption and benefits realization.)

#### NEW QUESTION # 57

What is recommended when evaluating outcomes against the change objectives?

- A. Design metrics to ensure a common understanding of outcomes
- **B. Review outcomes with appropriate leaders/stakeholders**
- C. Create a final stakeholder communications plan
- D. Ensure stakeholders truly understand what the change is about

#### Answer: B

Explanation:

Evaluation is collaborative: ACMP advises reviewing adoption/benefit results with sponsors and stakeholders, validating whether objectives and success criteria were met, and agreeing on remediation or sustainment actions. Designing metrics occurs earlier (Strategy/Plan phases). Ensuring understanding and building a communications plan are execution activities, not evaluation techniques.

(Reference: ACMP Standard, Process Group 5 - Evaluate outcomes vs. objectives; Joint review with governance and stakeholders.)

#### NEW QUESTION # 58

What is recommended when evaluating outcomes against the change objectives?

- A. Design metrics to ensure a common understanding of outcomes
- **B. Review outcomes with appropriate leaders/stakeholders**
- C. Create a final stakeholder communications plan
- D. Ensure stakeholders truly understand what the change is about

#### Answer: B

Explanation:

Evaluation is collaborative: ACMP advises reviewing adoption/benefit results with sponsors and stakeholders, validating whether objectives and success criteria were met, and agreeing on remediation or sustainment actions. Designing metrics occurs earlier (Strategy/Plan phases). Ensuring understanding and building a communications plan are execution activities, not evaluation techniques.

(Reference: ACMP Standard, Process Group 5 - Evaluate outcomes vs. objectives; Joint review with governance and stakeholders.)

#### NEW QUESTION # 59

During a change management program, it is important to measure the success criteria and monitor if the change is achieving its expected benefits. To gauge the effectiveness of the change, a measurement and benefit realization strategy has to be implemented. What inputs do you think are vital to implement this strategy?

- A. Strategic plan, sustainability plan and vision statement
- **B. Strategic plan, case for change, and success criteria**
- C. Strategic plan, risk plan and budget plan
- D. Strategic plan, case for change and budget plan

#### Answer: B

Explanation:

The key inputs for a measurement and benefits realization strategy are:

- \* Strategic plan (provides organizational alignment).
- \* Case for change (explains rationale and expected benefits).
- \* Success criteria (defines measurable adoption outcomes). Risk and budget plans (A, C) are supporting but not primary inputs.

Sustainability and vision (D) help later but are not the basis for measurement.

Thus, option B provides the most relevant inputs as defined in the ACMP Standard. (Reference: ACMP Standard, Process Group 3 - Measurement and Benefits Realization Plan; Inputs: Case for change, success criteria, and strategic objectives.)

## NEW QUESTION # 60

Which characteristic is likely to bring more disruption in an organization-wide change initiative?

- A. Transformational change, including a culture change
- B. Low degree of changes in job roles
- C. Incremental change
- D. Introduction of new technology

**Answer: A**

### Explanation:

ACMP distinguishes between incremental and transformational change. Transformational change, particularly when it requires cultural shifts, causes the greatest disruption because it challenges organizational norms, values, and long-standing behaviors. New technology (D) or role changes (B) can be significant but typically occur within existing frameworks. Incremental changes (A) are small and evolutionary. Thus, transformational change with culture change is the most disruptive.

(Reference: ACMP Standard, Introduction; Defines transformational change as a high-impact shift involving culture and behaviors, creating greater disruption than technical or incremental adjustments.)

## NEW QUESTION # 61

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