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ACMP Global CCMP Exam Syllabus Topics:

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

Topic 4	<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.
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>> CCMP Real Question <<

CCMP Valid Exam Notes - Detailed CCMP Answers

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ACMP Global Certified Change Management Professional Sample Questions (Q137-Q142):

NEW QUESTION # 137

What is the key factor to consider when assessing the organizational readiness for a change?

- A. The organizational policy leaders are following regarding governance
- B. The rigor applied to establish the business case
- **C. The gaps between the change leaders' expectations and the collective organizational view**
- D. The change leader's track record with past changes

Answer: C

Explanation:

Readiness is about the current state of people and the organization-beliefs, understanding, and capacity- to adopt the future state. ACMP recommends assessing perception gaps between leaders and the broader organization to calibrate approach, communications, and risk. Leader history or business case rigor are contextual, but the readiness linchpin is the expectation-perception gap. (Reference: ACMP Standard, Process Group 1 - Readiness Assessment; Activities: Assess stakeholder sentiment, comprehension, and alignment gaps.)

NEW QUESTION # 138

What should happen if a communications strategy is successfully developed and implemented?

- A. Stakeholders should know how to change
- **B. Stakeholders should understand the purpose of the change**
- C. Stakeholders should be adaptable and focused on the future
- D. Stakeholders should be able to change

Answer: B

Explanation:

The first outcome of an effective communication strategy is awareness and understanding of the purpose of the change. ACMP states that communication builds awareness (why), understanding (what/how), and reinforcement. While adaptability, knowledge, and ability are further outcomes linked to training or leadership, the direct communication outcome is that stakeholders clearly understand why the change is happening. Thus, option B is the best answer. (Reference: ACMP Standard, Process Group 4 - Execute Communication Strategy; Outcome: Build awareness of the purpose of the change.)

NEW QUESTION # 139

Which risk would make it difficult for an employee to understand what is changing, how it benefits the organization, and how it will

affect her daily job?

- A. Inadequate change planning
- B. Sponsor not actively involved
- C. Case for change is weak
- D. Inadequate assessment of behavior change

Answer: C

Explanation:

If the case for change is weak, employees struggle to understand why the change is necessary, how it benefits the organization, and what it means for their daily work. ACMP stresses that articulating a compelling case for change is foundational for awareness and buy-in. Inadequate planning (D) or behavior assessment (C) cause other risks, and weak sponsorship (A) compounds resistance, but the direct barrier to understanding is a weak case for change.

(Reference: ACMP Standard, Process Group 2 - Formulate; Activity: Define the case for change to establish rationale and benefits.)

NEW QUESTION # 140

Which plan is used to document continuous improvement steps such as implementing tasks based on feedback and observations?

- A. Measurement and benefits realization plan
- B. Stakeholder engagement plan
- C. Learning and development plan
- D. Sustainability plan

Answer: D

Explanation:

Continuous improvement is embedded within the sustainability plan. ACMP emphasizes that sustainability requires monitoring adoption, capturing feedback, and making iterative improvements to ensure the change endures. Learning and development (B) addresses skills, measurement (C) focuses on outcomes, and engagement (D) fosters involvement. Only the sustainability plan (A) formally captures continuous improvement activities.

(Reference: ACMP Standard, Process Group 4 - Sustainability Plan; Activity: Implement feedback-driven continuous improvement to sustain change.)

NEW QUESTION # 141

The first two weeks of a large and complex change project is underway and things seem to be going okay. What have you developed so that you can be sure the change is on track?

- A. Risk mitigation strategy
- B. Project management plan
- C. Stakeholder engagement strategy
- D. Measurement and benefits realization strategy

Answer: D

Explanation:

ACMP underscores that progress tracking is only possible if a measurement and benefits realization strategy is in place. This strategy defines adoption metrics, usage levels, and business KPIs that are monitored against targets. Without it, "things going okay" would be anecdotal rather than evidence-based. Stakeholder engagement (A) and risk strategies (C) support adoption, but they don't measure it. Project management plans (B) track deliverables, not people-side outcomes. Thus, option D is the correct enabler of tracking.

(Reference: ACMP Standard, Process Group 4 - Execute; Develop and implement measurement and benefits realization strategy.)

NEW QUESTION # 142

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It is known to us that more and more companies start to pay high attention to the CCMP certification of the candidates. Because these leaders of company have difficulty in having a deep understanding of these candidates, may it is the best and fast way for all

leaders to choose the excellent workers for their company by the CCMP certification that the candidates have gained. There is no doubt that the certification has become more and more important for a lot of people, especial these people who are looking for a good job, and it has been a general trend. More and more workers have to spend a lot of time on meeting the challenge of gaining the CCMP Certification by sitting for an exam

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