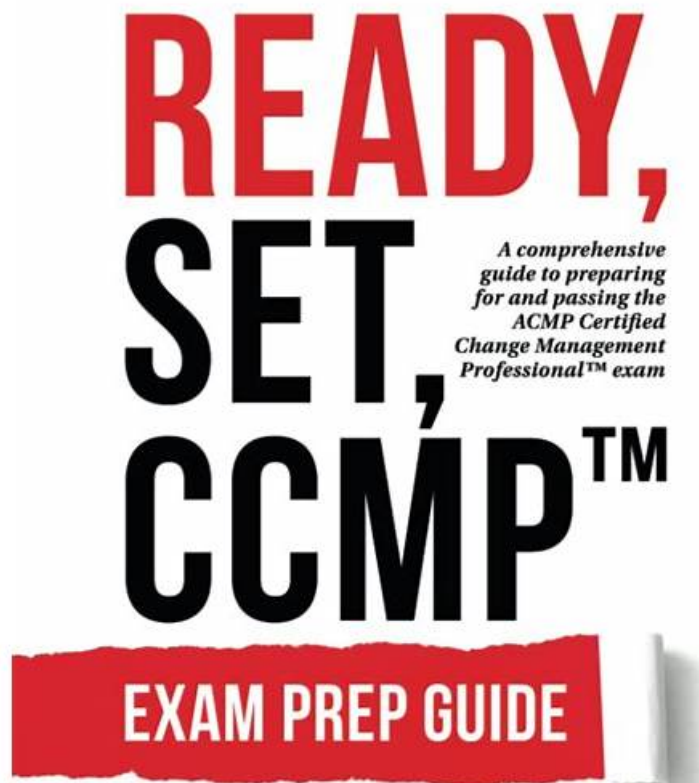


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Are you planning to attempt the Certified Change Management Professional (CCMP) exam of the CCMP certification? The first hurdle you face while preparing for the Certified Change Management Professional (CCMP) exam is not finding the trusted brand of accurate and updated CCMP exam questions. If you don't want to face this issue then you are at the trusted SurePassExams is offering actual and latest Certified Change Management Professional (CCMP) Exam Questions that ensure your success in the Certified Change Management Professional (CCMP) certification exam on your maiden attempt.

ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	<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.
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"> • 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.
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ACMP Global Certified Change Management Professional Sample Questions (Q40-Q45):

NEW QUESTION # 40

How would a change manager ensure that managers and supervisors are equipped with the tools they need to assist their employees through a change process?

- A. By preparing and executing the learning and development plan
- B. By preparing and executing the new performance plan
- C. By preparing and executing the sustainability plan
- D. By preparing and executing the stakeholder analysis

Answer: A

Explanation:

ACMP emphasizes that learning and development plans are not limited to frontline employees - they also extend to managers and supervisors. Supervisors play a critical role in coaching, reinforcing, and clarifying expectations for their teams. The learning and development plan ensures that leaders are trained in the tools and techniques they need to guide employees effectively. Sustainability (A) occurs later to reinforce adoption.

Performance planning (B) supports long-term integration, and stakeholder analysis (D) identifies who is impacted but does not provide tools. Therefore, the correct answer is C.

(Reference: ACMP Standard, Process Group 3 - Learning and Development Plan; Purpose: Equip all levels, including supervisors, to support employees in change adoption.)

NEW QUESTION # 41

What process determines the size, scope, timing and complexity of the change effort?

- A. Assessing benefits realized
- B. Assessing the change impact
- C. Assessing sponsorship
- D. Identifying stakeholders

Answer: B

Explanation:

Change impact assessment evaluates the depth and breadth of the change across processes, people, technology, and culture. ACMP specifies this activity determine size, scope, timing, and complexity of the effort. Stakeholder identification (B) and sponsorship assessment (C) are complementary but not sufficient to define overall impact. Benefits realization (A) occurs later during execution. Thus, option D directly corresponds with this critical evaluation activity.

(Reference: ACMP Standard, Process Group 1 - Evaluate; Activity: Conduct change impact assessment.)

NEW QUESTION # 42

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 # 43

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. Operational ability to absorb change**
- C. External environmental stability
- D. Historical experience with change

Answer: B

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 # 44

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. Provide updates to senior stakeholders only if and when the planned budget is impacted to minimize confusion and time
- **B. Provide regular reports on spending against the budget for senior stakeholders to ensure transparency**
- C. Ask the project/program manager to provide updates on the planned budget for the change
- 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 # 45

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