

Latest updated Latest CCMP Mock Test and Effective Pdf CCMP Dumps & First-Grade Certified Change Management Professional Detailed Answers

CCMP Test Questions With Complete Correct Answers 2023/2024.

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

Scope Answer - Which core contract element addresses what the contract is about? When was the contract agreed? Answer - Which of the following is NOT one of the four core elements of a contract?

1,3,4 Answer - 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 Answer - Who should be involved in the formal contract hand over meeting?

Keep Satisfied Answer - 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?

Stay informed and maintain confidence Answer - By understanding projects on a stakeholders radar screen, you will

Build awareness Answer - If you are unlikely to be impacted by a contract and you have little importance towards it then you are most likely to be categorized as which type of stakeholder?

Both 1 and 2 Answer - What should be considered when identifying a stakeholders important issues? 1.) What programs they have in the near future. 2.) What they consider to be a risk.

A very complex project may require a more segmented approach to evaluation. This is called a...? Answer - Two cycle evaluation

What are intangible evaluation criteria? Answer - Factors that rely on organizational culture and behavior

When embarking on a long term project, which of the following is often not given adequate consideration at the proposal evaluation stage? Answer - The suppliers cultural compatibility with the buyer

When is the earliest you can begin to define the evaluation matrix for an RFP Answer - Prior to drafting the RFP

What is the name of the bid evaluation approach that requires a supplier to achieve a satisfactory level on specific evaluation criteria? Answer - Hurdle

Above what value does the uniform commercial code in the USA require contracts to be in writing? Answer - US \$500

Of the following, which is the best time to address dispute resolution procedures? Answer - Procedures should be agreed at the beginning of negotiations.

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ACMP Global CCMP Exam Syllabus Topics:

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

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

NEW QUESTION # 33

What is the best answer to a question asked during a board presentation about what benefit change management brings?

- A. Low likelihood of performance drops
- B. Higher probability of successful change adoption
- C. **Higher likelihood to achieve expected benefits of change**
- D. Low probability of resistance to change

Answer: C

Explanation:

The ultimate value of change management is ensuring the organization achieves the expected benefits of a change. ACMP highlights that adoption and usage by stakeholders directly determine whether intended benefits are realized. While reducing resistance (A) and preventing performance drops (B) are positive outcomes, they are intermediate results. Successful adoption (D) is also critical, but the board-level framing focuses on benefits realization (C), which ties directly to business value.

(Reference: ACMP Standard, Introduction and Purpose; Primary outcome of change management: achieving expected benefits through adoption.)

NEW QUESTION # 34

What best describes when a proposed change will have a high impact on the organization's financial performance/health?

- A. A high level of risk
- B. A high level of adoption
- C. A high level of commitment
- D. A high level of awareness

Answer: A

Explanation:

When a change significantly affects financial health, it is classified as a high-risk initiative. ACMP highlights that risk increases with larger impacts on finances, operations, and culture. Awareness (A), commitment (B), and adoption (D) are important factors for success but do not describe the inherent risk. Therefore, the correct framing of financial impact is high level of risk (C). This requires stronger governance, sponsor involvement, and monitoring.

(Reference: ACMP Standard, Process Group 1 - Evaluate; Activity: Risk assessment considers organizational financial performance as a major factor.)

NEW QUESTION # 35

You are a change management practitioner that has developed the measurement and benefit realization strategy for a new change project. You then proceed to develop a strategy to embed the change. What is an input to your strategy?

- A. Business case
- B. Change resources inventory
- C. Key messages
- D. Communications strategy

Answer: A

Explanation:

To embed change, the business case serves as a foundational input because it defines the rationale, expected benefits, and alignment with organizational priorities. ACMP explains that embedding strategies should link to the original business rationale to ensure reinforcement mechanisms support intended outcomes. Resources (A) and communications (D) are useful tools, and key messages (B) guide communication, but they are not the anchor. The business case ensures alignment with organizational value.

(Reference: ACMP Standard, Process Group 4 - Sustainability Plan; Input: Business case to connect reinforcement to expected benefits.)

NEW QUESTION # 36

What is the most compelling reason for considering the external factors that could affect organizational change?

- A. The commissioning of regular SWOT analysis to enable the organization to monitor its environment and plan its 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. Changes in government policies could negatively impact the planned 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 # 37

Sponsors play a critical role for change success. Which of the following statements best defines sponsorship?

- A. Sponsors directly contribute to the change
- B. Sponsors are part of the top senior executives' level of the organization
- C. Sponsors can positively influence the change
- D. Sponsors are accountable for the realization of benefits for the change

Answer: D

Explanation:

According to ACMP, sponsors are accountable for benefits realization. They provide authority, resources, and alignment to ensure the change achieves its intended outcomes. While sponsors often influence (D) and are usually senior executives (B), their defining characteristic is accountability for adoption and benefits.

Direct contribution (C) may occur, but the unique responsibility is realizing the value of the change.

(Reference: ACMP Standard, Process Group 2 - Sponsorship Strategy; Role of Sponsors: Accountable for benefits realization and adoption.)

NEW QUESTION # 38

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