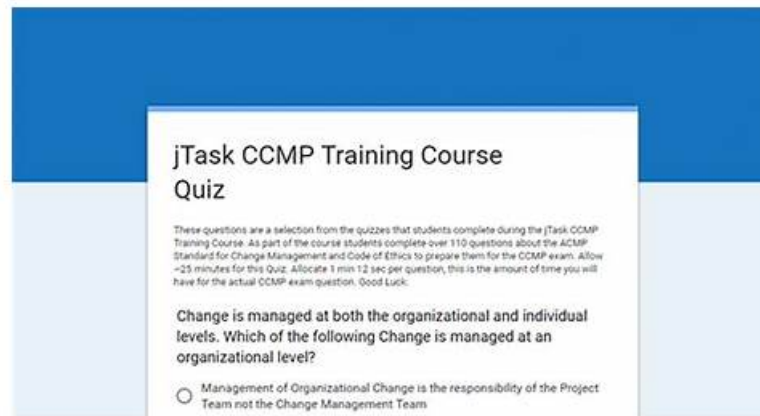# Quiz 2026 Pass-Sure ACMP Global CCMP Exam Reviews

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ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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 3	• 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 4	• 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 (Q14-Q19):

NEW QUESTION # 14
After communication meetings with all employees impacted by a change initiative, the feedback was that many of them do not understand the reasons for this change. Which part of the communications strategy is most likely to be revised to achieve desired outcome of change communication?

- A. Business rationale as case for change
- B. Stakeholders should know how to change
- C. Stakeholders should be able to change
- D. Stakeholders should be adaptable and focused on the future

Answer: A

Explanation:
If employees do not understand why the change is happening, the issue lies in the business rationale/case for change component of the communication strategy. ACMP stresses that building awareness starts with a clear explanation of why change is needed, risks of not changing, and expected benefits. The other options (B-D) deal with ability, adaptability, or future readiness, which follow only after a strong rationale is understood.
Thus, revising the business rationale (A) is necessary.
(Reference: ACMP Standard, Process Group 3 - Communication Plan; Activity: Communicate business rationale to build awareness and alignment.)

NEW QUESTION # 15
What document does a change management team develop to ensure senior executives are actively involved and visibly participating throughout the change initiative?

- A. Stakeholder analysis
- B. Sponsorship plan
- C. Learning and development plan
- D. Change management plan

Answer: B

Explanation:
The sponsorship plan ensures that senior executives are active, visible, and aligned throughout the change. It defines actions such as attending town halls, modeling new behaviors, and removing barriers. ACMP highlights that sponsorship is the most important predictor of success, and without structured engagement, leadership risks becoming passive. The change management plan (C) covers the broader initiative, but the sponsorship plan (D) specifically addresses executive involvement.
(Reference: ACMP Standard, Process Group 2 - Sponsorship Plan; Purpose: Ensure senior executives are engaged and visible throughout.)

NEW QUESTION # 16
The vice president of marketing is the sponsor for a major change initiative. She recently accepted a new assignment in the

international customer care organization and is leaving the vice president of marketing position. No replacement has been named. What is the potential project impact caused by losing a sponsor?

- A. Potential change in benefits realization
- B. Loss of momentum until a replacement is found
- C. Reworking of the stakeholder engagement plan
- D. Impact to vision and direction

Answer: D

Explanation:
ACMP highlights that sponsors provide vision, direction, and authority for change. Losing a sponsor disrupts clarity on vision and alignment, leaving the initiative without executive-level accountability. While momentum may also be affected, the most critical risk is the loss of vision and direction until a new sponsor is identified. This underscores why succession planning and sponsorship continuity are essential in change management.
(Reference: ACMP Standard, Process Group 2 - Sponsorship Strategy; Outcomes: Ensure active, continuous sponsorship to maintain direction and vision.)

NEW QUESTION # 17
What resource component of the change management plan addresses the gap in skills of the impacted stakeholders before and after a major change?

- A. Financial resources
- B. Physical resources
- C. Information resources
- D. Human resources

Answer: D

Explanation:
Human resources are central to addressing skill and capability gaps in impacted stakeholders. According to ACMP, the resource plan must account for training, coaching, and allocation of people with the right skills to support adoption. While physical (B), financial (C), and informational (A) resources are also necessary, they do not directly address skills development. Human resources include internal staff, trainers, and external experts who enable stakeholders to transition successfully. Thus, option D is correct.
(Reference: ACMP Standard, Process Group 3 - Resource Plan; Identify human resources to close skill gaps and build adoption capability.)

NEW QUESTION # 18
What is the output from determining the organization's preparation for change?

- A. Learning needs assessment
- B. Organizational change capacity assessment
- C. Organizational change readiness assessment
- D. Communication needs assessment

Answer: C

Explanation:
Determining how prepared an organization is for change produces an organizational change readiness assessment. ACMP defines readiness as the degree to which stakeholders and structures are prepared to adopt and sustain the change. Learning needs (B) and communication needs (A) are sub-assessments, while capacity assessment (D) measures absorption ability. The correct overarching output is C.
(Reference: ACMP Standard, Process Group 1 - Evaluate; Output: Organizational change readiness assessment.)

NEW QUESTION # 19
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