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

Scope ✓✓Which core contract element addresses what the contract is about?

When was the contract agreed? ✓✓Which of the following is NOT one of the four core elements of a contract?

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

Keep Satisfied ✓✓A stakeholder group with a low level os impact and a high level of dependence on an outcome is represented as which group type for communication purposes?

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# of CCMP Reliable Test Syllabus

Each format has a pool of Certified Change Management Professional (CCMP) actual questions which have been compiled under the guidance of thousands of professionals worldwide. Questions in this product will appear in the ACMP Global CCMP final test. Hence, memorizing them will help you get prepared for the CCMP examination in a short time. The product of PrepAwayETE comes in PDF, desktop practice exam software, and CCMP web-based practice test. To give you a complete understanding of these formats, we have discussed their features below.

## ACMP Global Certified Change Management Professional Sample Questions (Q50-Q55):

### NEW QUESTION # 50

A state-owned company engaged in a change project faced a major issue related to its image as a socially responsible organization. What could the leaders do to ensure the outcomes remain consistent with the company vision?

- A. Observe and objectively measure sustained behaviors and attitudes throughout the process
- B. Make adjustments to the change management plan by adding, eliminating, or realigning change program components to reinforce the change
- C. Take action to ensure stakeholders don't retreat to the prior current state condition
- D. Leverage the communication plan to ensure that it supports the big picture of where the organization's strategic priorities are

**Answer: B**

Explanation:
To ensure alignment with its vision of being socially responsible, leaders should adjust the change management plan as needed - adding, eliminating, or realigning components. ACMP highlights that plans are dynamic and must evolve to remain consistent with organizational values and vision. While communication (C), measurement (D), and reinforcement (B) are valuable, the comprehensive approach is to realign the plan itself to reinforce vision consistency.
(Reference: ACMP Standard, Process Group 3 - Develop Plan; Guidance: Adjust plans as necessary to align with organizational vision and strategic priorities.)

### NEW QUESTION # 51

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

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

**Answer: D**

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 A is the best answer.
(Reference: ACMP Standard, Process Group 4 - Execute Communication Strategy; Outcome: Build awareness of the purpose of the change.)

### NEW QUESTION # 52

What is the purpose of completing the case for change?

- A. Understand effort and resources required to implement the change
- B. Identify deliverables and activities associated with the change
- C. Identify methodology and framework to be applied to implement the change
- D. Identify reasons and benefits associated with the change

**Answer: D**

Explanation:
Completing the case for change ensures that all stakeholders understand the reasons for the change and its expected benefits. According to ACMP, this creates awareness, builds urgency, and drives sponsor alignment. Deliverables and activities (A), methodologies (C), and effort/resource estimates (D) are subsequent steps in planning but not the primary purpose of the case for change. Thus, option B is the correct answer.
(Reference: ACMP Standard, Process Group 2 - Case for Change; Purpose: Identify rationale and benefits for change.)

## NEW QUESTION # 53

How does metric tracking support and sustain change that has been implemented?

- A. Guides the development of policies and procedures
- B. Provides short-term evidence of change progress and results
- C. Ensures staff are motivated to adopt change if they know their reactions will be tracked
- D. Provides content for a rewards and recognition program

**Answer: B**

Explanation:
Metric tracking serves as an early warning and feedback mechanism. ACMP requires tracking adoption, usage, and benefits to provide short-term evidence of whether the change is progressing. These insights enable corrective actions, communication reinforcement, and sponsor engagement. Rewards (B) and policies (C) may be influenced by metrics, but their core value lies in showing progress and results that support sustainability. Option A is incorrect because tracking is not for motivation but for monitoring and guiding decisions.
(Reference: ACMP Standard, Process Group 4 - Measurement and Benefits Realization Plan; Activities:
Track progress and adoption using defined metrics.)

## NEW QUESTION # 54

An ongoing change program is gaining momentum and throughout the organization stakeholders face challenges and experience success. What needs to be clearly defined in the communications plan to support them?

- A. Stakeholder messaging
- B. Feedback channels and mechanisms
- C. Clear case studies
- D. Identified sponsors

**Answer: A**

Explanation:
A communications plan must include clear stakeholder messaging tailored to different groups. ACMP emphasizes that during momentum phases, reinforcing what stakeholders need to know, feel, and do is critical. Feedback channels (B) and case studies (D) support engagement but are not the core requirement.
Sponsors (A) are senders, not the message itself. Clear, relevant messaging ensures stakeholders remain aligned and supported.
(Reference: ACMP Standard, Process Group 3 - Communication Plan; Key component: Targeted stakeholder messaging.)

## NEW QUESTION # 55

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