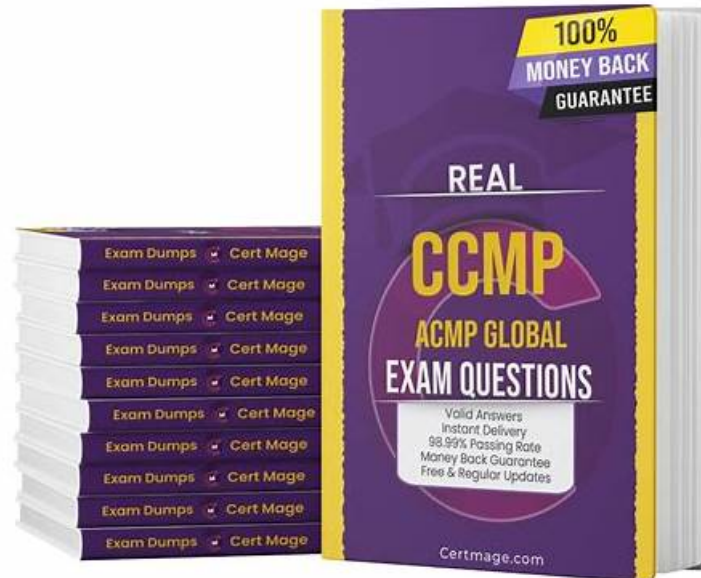


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ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> 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 4	<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.
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ACMP Global Certified Change Management Professional Sample Questions (Q60-Q65):

NEW QUESTION # 60

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

Answer: B

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 # 61

Which process provides tangible, concrete, measurable and manageable outcomes that represent planned progress towards the adoption of the future state?

- A. Identification of managers, leaders and other stakeholders
- B. Identification of risks, probability of a risk occurring and mitigation plans
- C. Identification of human, financial and information resources
- **D. Identification of goals, objectives and success criteria**

Answer: D

Explanation:

The process of identifying goals, objectives, and success criteria creates measurable outcomes that define progress toward adoption. ACMP stresses that without clearly defined criteria, it is impossible to measure adoption and benefits realization. Resource identification (A), stakeholder roles (C), and risks (D) are important but do not directly provide tangible success measures. Thus, option B aligns with ACMP's requirement for measurable progress.

(Reference: ACMP Standard, Process Group 2 - Formulate; Activity: Define goals, objectives, and criteria for success.)

NEW QUESTION # 62

Who should be involved to ensure the credibility of measuring change achievements?

- A. The sponsor with the highest formal role
- B. The stakeholder with the highest risk
- C. The most charismatic leader in the organization
- **D. Someone from the impacted business unit**

Answer: D

Explanation:

ACMP stresses that measurement must be credible to stakeholders. This credibility comes when impacted business units are directly involved in tracking and validating results. Including them ensures data reflects real adoption, usage, and performance outcomes rather than only top-down metrics. While sponsors (D) provide authority, credibility rests on operational evidence. Risk stakeholders (C) or charismatic leaders (A) may influence perceptions but not measurement accuracy. Thus, someone from the impacted business unit provides the necessary trust and operational validation of results.

(Reference: ACMP Standard, Process Group 5 - Close; Evaluate outcomes against objectives; Engage impacted groups in benefits validation.)

NEW QUESTION # 63

Some steering committee members do not understand the difference between project management and change management and, hence, the uniqueness of each. What clarification should be provided to these committee members?

- A. Project management and change management differ regarding the organizational level they are addressing
- B. Project management and change management are focused on different stakeholders
- C. Project management and change management have different plans and outcomes for the project
- **D. Project management and change management methodologies differ in focus**

Answer: D

Explanation:

ACMP explains that project management focuses on delivering outputs (scope, schedule, budget, quality), whereas change management focuses on ensuring adoption, usage, and benefits realization by addressing the people side of change. This difference in focus is the clearest and most fundamental distinction. While differences in plans, stakeholders, and levels of focus exist, option A captures the primary clarification needed: methodologies differ in focus and objectives.

(Reference: ACMP Standard, Introduction; Distinction between project management outputs and change management outcomes.)

NEW QUESTION # 64

What is a key input to the development of the sponsorship strategy?

- A. Research
- B. Success measures
- **C. Stakeholder analysis**
- D. Business case

Answer: C

Explanation:

ACMP requires stakeholder analysis as a key input to sponsorship strategy. By mapping who is impacted and who influences outcomes, the change manager identifies where sponsorship is needed and at what level.

Success measures and business case inform overall strategy but do not directly define which sponsors are required. Research provides supporting context, but the critical input is stakeholder analysis.

(Reference: ACMP Standard, Process Group 2 - Sponsorship Strategy; Input: Stakeholder analysis; Output: Defined sponsor roles, accountabilities, and actions.)

NEW QUESTION # 65

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