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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	• 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 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	• 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.
Topic 5	• 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.

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ACMP Global Certified Change Management Professional Sample Questions (Q53-Q58):

NEW QUESTION # 53
There are numerous activities that are part of executing the sustainability plan. What is the risk if they are not effective?

- A. The customers will not demonstrate the intended behavior
- B. The vision for the program may not be achieved
- C. The change will take much longer to happen
- D. There is a retreat to the prior current state

Answer: D

Explanation:
Sustainability activities are designed to embed new behaviors into normal operations. If these are ineffective, employees often revert to old ways of working. This backsliding undermines adoption, erodes benefits realization, and threatens the credibility of change management. While delays (B), customer behavior (C), and vision alignment (D) are concerns, the most direct risk of ineffective sustainability practices is a retreat to the prior current state.
(Reference: ACMP Standard, Process Group 4 - Sustainability Activities: Reinforce adoption, monitor usage, adjust systems, and prevent reversion.)

NEW QUESTION # 54
An organizational design project involving the restructuring of the sales force has just gotten underway and the change management lead is planning where (s)he can apply the recently completed stakeholder analysis assessment. What set of plans would a stakeholder analysis be used to develop?

- A. Resistance management plan, coaching plan and training plan
- B. Sponsorship plan, communication plan and training plan
- C. Stakeholder engagement plan, communication plan and training plan
- D. Sponsorship plan, coaching plan, and training plan

Answer: C

Explanation:
Stakeholder analysis reveals who is impacted, their level of influence, and their readiness. ACMP specifies this analysis as an input to multiple plans, particularly:
* Stakeholder engagement plan (who needs to be engaged and how),
* Communication plan (what messages to whom, by whom, and when),
* Training plan (who requires what type of capability development). Resistance and coaching plans also use insights, but the most direct set linked to stakeholder analysis is answer A. (Reference: ACMP Standard, Process Group 3 - Develop Plan; Inputs: Stakeholder analysis; Outputs: Stakeholder engagement, communication, and learning plans.)

NEW QUESTION # 55
What plan uses the stakeholder skills inventory and gap analysis as key components?

- A. Measurement and benefits realization plan

- B. Stakeholder transition plan
- C. Stakeholder engagement plan
- D. Learning and development plan

Answer: D

Explanation:
Thelearning and development plandirectly uses inputs such as skills inventories and gap analyses. These tools determine what competencies are missing and what training or coaching is required to prepare stakeholders for the future state. Transition planning (A) focuses on operational handovers, engagement (D) on involvement and buy-in, and measurement (B) on success criteria. Only option C ties directly to the skill inventory and gap analysis process.
(Reference: ACMP Standard, Process Group 3 - Learning and Development Plan; Inputs: Skills inventory and gap analysis.)

NEW QUESTION # 56
What is recommended when evaluating outcomes against the change objectives?

- A. Review outcomes with appropriate leaders/stakeholders
- B. Ensure stakeholders truly understand what the change is about
- C. Design metrics to ensure a common understanding of outcomes
- D. Create a final stakeholder communications plan

Answer: A

Explanation:
Evaluation is collaborative: ACMP advisesreviewing adoption/benefit results with sponsors and stakeholders, validating whether objectives and success criteria were met, and agreeing on remediation or sustainment actions. Designing metrics occurs earlier (Strategy/Plan phases). Ensuring understanding and building a comms plan are execution activities, notevaluationtechniques.
(Reference:ACMP Standard, Process Group 5 - Evaluate outcomes vs. objectives; Joint review with governance and stakeholders.)

NEW QUESTION # 57
Who is responsible for coordinating, applying and tracking change management activities?

- A. Change stakeholder
- B. Change management lead
- C. Change agent
- D. Sponsor

Answer: B

Explanation:
Thechange management leadis accountable for ensuring change management activities are properly coordinated, applied, and monitored. While sponsors provide leadership and stakeholders participate, the change management lead ensures integration of plans, tracks progress, and adjusts activities as needed.
Change agents support by influencing peers, but they are not accountable for overall coordination. ACMP clearly defines thechange lead's role as orchestrator of the processacross all groups.
(Reference: ACMP Standard, Process Groups 2-5; Role of Change Lead: Develop, coordinate, execute, and monitor change management activities.)

NEW QUESTION # 58
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