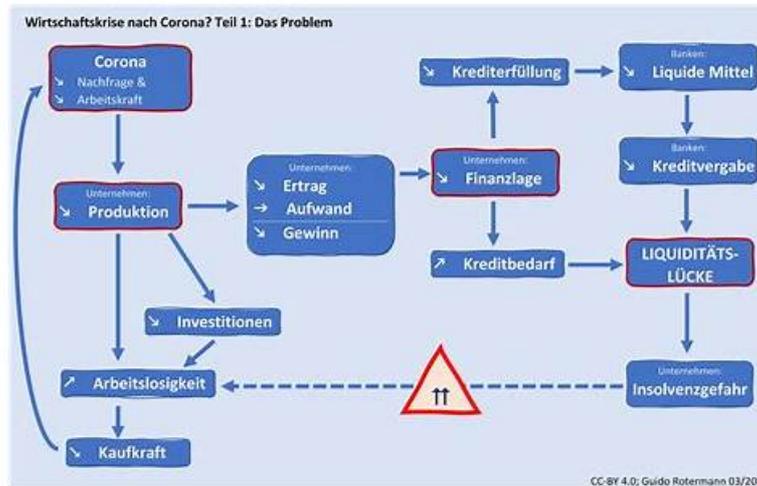


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ACMP Global CCMP Prüfungsplan:

Thema	Einzelheiten
Thema 1	<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.

Thema 2	<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.
Thema 3	<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.
Thema 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.
Thema 5	<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.

ACMP Global Certified Change Management Professional CCMP Prüfungsfragen mit Lösungen (Q115-Q120):

115. Frage

Who is responsible for coordinating, applying and tracking change management activities?

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

Antwort: D

Begründung:

The change management lead is 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 the change lead's role as orchestrator of the process across all groups.

(Reference: ACMP Standard, Process Groups 2-5; Role of Change Lead: Develop, coordinate, execute, and monitor change management activities.)

116. Frage

What is the purpose of identifying goals, objectives and criteria for success before an initiative is rolled out?

- A. To specify alignment to strategic objectives that will guide the organization towards its future state
- B. To connect the change to its authors and determine accountability requirements needed for the future state
- C. To identify stakeholder attributes such as commitment to the future state
- **D. To provide tangible and measurable goals that represent planned progress towards the adoption of the future state**

Antwort: D

Begründung:

ACMP emphasizes the importance of defining clear goals, objectives, and criteria for success before rolling out change. These

provide a tangible and measurable baseline for tracking progress and adoption. Success criteria guide communications, training, resistance management, and sponsor accountability. While alignment to strategy (C) and stakeholder commitment (A) are important, they are broader considerations.

Accountability (D) is part of sponsorship planning. The key purpose is to establish measurable progress indicators to ensure the change achieves adoption and intended outcomes.

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

117. Frage

What condition should be met before a change initiative is considered final and complete?

- A. Translate the obtained change results into an effective business operation plan
- B. Translate the obtained change results into a stakeholder satisfaction survey
- C. A document demonstrating the transfer of the change outcomes to the appropriate stakeholder operational owners
- D. An education plan for new employees

Antwort: C

Begründung:

Closure requires formal transfer of outcomes to operational owners. ACMP explains this ensures sustainability by embedding responsibility into business operations. Business operations planning (A), surveys (C), and education plans (D) may support continuity, but the required condition for closure is documented transfer of ownership. Without this, the change may revert or fail to sustain. Thus, option B aligns with ACMP best practices.

(Reference: ACMP Standard, Process Group 5 - Close; Activity: Transfer ownership of outcomes to operational resources.)

118. Frage

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

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

Antwort: A

Begründung:

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.)

119. Frage

What are three main components you should include in a communications plan?

- A. Communication channels, stakeholder analysis and learning and development plan
- B. Target audience, key messages and desired outcomes
- C. Cost and resourcing, measures of success and monitoring feedback
- D. Frequency of communication, RACI and communication strategy

Antwort: B

Begründung:

ACMP defines a communication plan as specifying who (target audience), what (key messages), and why (desired outcomes). These three elements ensure communications are intentional, audience-centered, and outcome-oriented. Frequency, RACI, channels, and measures are helpful details, but the essential backbone is audience, message, and intended effect. Option B captures these essentials.

