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ACMP Global CCMP Exam Syllabus Topics:

| Topic | Details |
|---------|--|
| Topic 1 | <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 2 | <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 3 | <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. |

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| Topic 4 | <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. |
| Topic 5 | <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 (Q147-Q152):

NEW QUESTION # 147

A credit card organization currently has multiple related change initiatives. The second initiative is taking longer than expected due to delayed access to subject matter expertise in a particular area. Which portion of the change management plan for the delayed initiative is directly impacted by this subject matter expertise requirement?

- A. Learning and development plan
- **B. Resource plan**
- C. Risk mitigation plan
- D. Sustainability plan

Answer: B

Explanation:

Subject matter expertise is a resource requirement. If expertise is unavailable, the resource plan is impacted, since this plan defines roles, skills, and availability required to support the change. Risk mitigation (B) may eventually address consequences, but the direct plan affected is the resource plan. Learning (A) and sustainability (D) come later, after execution and adoption. (Reference: ACMP Standard, Process Group 3 - Develop Resource Plan; Identify skill requirements, assign resources, and address gaps in expertise.)

NEW QUESTION # 148

What is a recommended practice for aligning stakeholders around benefits and value of a change?

- A. Evaluate the final outcome of the change against the original objectives of the change
- B. Conduct a risk assessment of the dangers and impediments to implementing the change
- **C. Use both formal and informal channels to communicate the business rationale for the change**
- D. Analyze the learning capabilities of the organization impacted by the change

Answer: C

Explanation:

ACMP emphasizes using multiple communication channels to align stakeholders to benefits and value. Both formal channels (emails, town halls, official reports) and informal channels (peer networks, change agents) reinforce understanding of why the change matters and how it supports strategy. Risk assessments (A) and learning capability analysis (B) are useful but not primarily about aligning stakeholders. Evaluating outcomes (D) occurs post-implementation, not during alignment. Thus, the best practice is multi-channel communication of the business rationale.

(Reference: ACMP Standard, Process Group 4 - Communications execution; Guidance: Reinforce benefits through formal/informal networks.)

NEW QUESTION # 149

What plan must be executed to ensure the results achieved through the adopted change are maintained?

- A. Transition plan
- B. Human resource plan
- C. Sustainability plan
- D. Stakeholder engagement plan

Answer: C

Explanation:

The sustainability plan ensures results are reinforced and maintained after initial adoption. ACMP explains that this plan integrates reinforcement mechanisms, monitoring adoption, aligning performance management, and recognizing behaviors. Transition plans (A) handle operational handoffs, stakeholder engagement (B) supports involvement, and human resource plans (D) address capacity. To ensure outcomes are sustained, the correct plan is the sustainability plan (C).

(Reference: ACMP Standard, Process Group 4 - Execute; Sustainability Plan ensures long-term adoption and embedding into operations.)

NEW QUESTION # 150

A new change initiative is being planned at an organization. Efforts are made by the change management lead to outline the case for change including the current opportunities, risks, consequences of the change, and the benefits of the change and how it aligns to the organization's strategic priorities. What is the next key action to be taken?

- A. Identify goals, objectives and success criteria
- B. Develop a clear vision of the future state
- C. Develop the change charter
- D. Determine why the change is required

Answer: B

Explanation:

Once the case for change has been defined, ACMP recommends developing a clear vision of the future state.

This provides a compelling picture of what success will look like, aligning stakeholders and guiding all downstream planning.

Determining why the change is required (A) is already covered by the case for change.

The charter (B) formalizes scope later, and success criteria (D) are developed after the vision is articulated.

Thus, option C reflects the logical next step.

(Reference: ACMP Standard, Process Group 2 - Formulate; Activities: Define case for change, then articulate a vision of the future state.)

NEW QUESTION # 151

Which characteristic is likely to bring more disruption in an organization-wide change initiative?

- A. Low degree of changes in job roles
- B. Transformational change, including a culture change
- C. Incremental change
- D. Introduction of new technology

Answer: B

Explanation:

ACMP distinguishes between incremental and transformational change. Transformational change, particularly when it requires cultural shifts, causes the greatest disruption because it challenges organizational norms, values, and long-standing behaviors. New technology (D) or role changes (B) can be significant but typically occur within existing frameworks. Incremental changes (A) are small and evolutionary. Thus, transformational change with culture change is the most disruptive. (Reference: ACMP Standard, Introduction; Defines transformational change as a high-impact shift involving culture and behaviors, creating greater disruption than technical or incremental adjustments.)

NEW QUESTION # 152

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