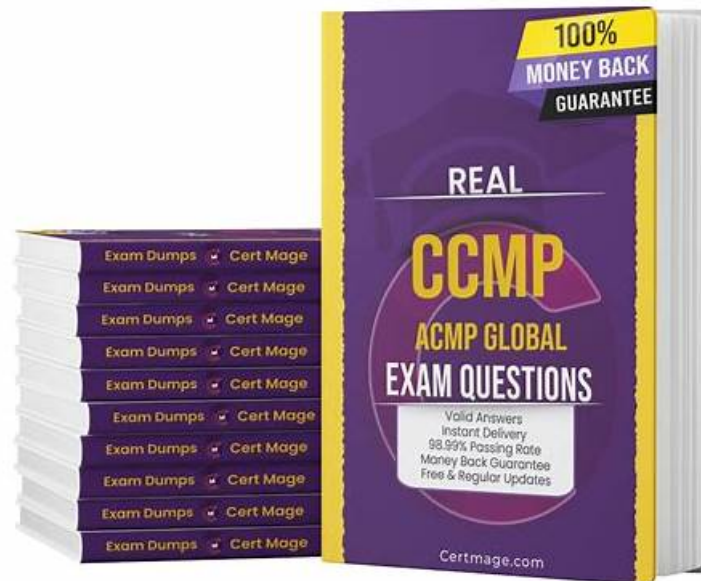


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ACMP Global Certified Change Management Professional Sample Questions (Q82-Q87):

NEW QUESTION # 82

How would you ensure a competency for managing change exists in your organization?

- A. Identify positive outcomes from each change project and opportunities for improvement
- B. Identify clarity around change goals and outcomes achieved
- C. Define a process to determine sponsorship effectiveness
- **D. Assess change readiness in the organization in an ongoing fashion**

Answer: D

Explanation:

Building organizational competency in change requires ongoing assessment of readiness. ACMP emphasizes institutionalizing practices such as evaluating capacity, leadership alignment, stakeholder preparedness, and cultural enablers. While reviewing outcomes (A), sponsorship effectiveness (C), and goal clarity (D) contribute to maturity, the most comprehensive practice for competency building is continuous readiness assessment, ensuring the organization is prepared for future changes.

(Reference: ACMP Standard, Process Group 1 - Evaluate; Activity: Conduct ongoing readiness assessments to build organizational change competency.)

NEW QUESTION # 83

What describes the most important characteristic of an effective communications strategy?

- A. It consists of content for consistent messaging to different audiences
- B. It has a clear top-down channel to announce the progress of the change
- **C. It includes the business rationale for what, why, who, how and when changes occur**
- D. It goes through formal ways to reach the target audience

Answer: C

Explanation:

The ACMP Standard highlights that the most critical component of a communication strategy is ensuring it communicates the business rationale: why the change is needed, what it involves, who is affected, how it will be executed, and when it will occur. This ensures clarity, builds awareness, and drives buy-in. While consistent messaging (A), formal channels (C), and top-down updates (B) are valuable, they do not guarantee understanding. Option D reflects the true essence of effective communication - providing meaning and context so stakeholders understand the change.

(Reference: ACMP Standard, Process Group 3 - Communication Plan; Activity: Communicate the business rationale of the change clearly to all stakeholders.)

NEW QUESTION # 84

As the project reaches completion, whose approval should be sought to formally close the change?

- A. Training Lead
- **B. Senior sponsor**
- C. Change Lead
- D. Project manager

Answer: B

Explanation:

Formal closure of a change management effort requires approval from the senior sponsor. This ensures the accountable executive validates that outcomes were achieved, ownership transferred, and sustainability measures are in place. The project manager approves project closure, while the change lead and training lead execute tasks but do not have the authority to formally close. Thus, the sponsor's approval is required to ensure accountability for benefits realization.

(Reference: ACMP Standard, Process Group 5 - Close; Activity: Seek formal sponsor approval for closure.)

NEW QUESTION # 85

What deliverables are relevant to develop a clear vision of the future state?

- A. Organization vision/mission/values, stakeholder analysis and charter
- B. Business case, stakeholder analysis and strategic plan
- **C. Organizational vision, mission, values, business case and strategic planning**
- D. Business case, charter and strategic plan

Answer: C

Explanation:

A clear vision of the future state requires integrating multiple elements:

* Organizational vision, mission, and values- define long-term direction and cultural anchors.

* Business case- establishes rationale, risks, and benefits of the change.

* Strategic planning- ensures the change aligns with enterprise goals and priorities. Together, these deliverables define not only what the future will look like but also why it matters and how it aligns to the larger organization's purpose. Other options omit critical components. Option D best reflects the ACMP framework. (Reference: ACMP Standard, Process Group 2 - Formulate Strategy; Define Future State Vision and ensure strategic alignment with organizational purpose and business case.)

NEW QUESTION # 86

What set of inputs would a change manager use to develop an external environment impact assessment?

- **A. Business case, vision statement and strategic plan**
- B. Stakeholder analysis, vision statement and research
- C. Stakeholder analysis, change inputs and charter
- D. Strategic plan, risk plan and business case

Answer: A

Explanation:

An external environment impact assessment evaluates how external factors (market, social, regulatory) influence the change. ACMP identifies business case, vision statement, and strategic plan as critical inputs.

The business case explains rationale and benefits, the vision provides direction, and the strategic plan ensures alignment. Stakeholder analysis (A, B) is internal, while risk plans (D) address implementation risks.

Therefore, option C is correct.

(Reference: ACMP Standard, Process Group 1 - Evaluate; Activity: Assess external environment using strategic, vision, and business case inputs.)

NEW QUESTION # 87

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