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ACMP Global CCMP Exam Syllabus Topics:

Topic	Details

Topic 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.
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"> • 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 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.

ACMP Global Certified Change Management Professional Sample Questions (Q62-Q67):

NEW QUESTION # 62

What change management strategy includes communication, metrics tracking, performance management and reward and recognition?

- A. Sustainability strategy
- B. Realization strategy
- C. Organizational metric strategy
- D. Management strategy

Answer: A

Explanation:

The sustainability strategy integrates communication reinforcement, tracking of metrics, ongoing performance management, and rewards to ensure change adoption becomes part of normal functioning.

ACMP stresses that without these, stakeholders risk reverting to prior behaviors. Realization strategy (B) focuses on outcomes, while management (C) and metrics strategies (D) are too narrow. Option A captures the holistic sustainability approach.

(Reference: ACMP Standard, Process Group 4 - Sustainability Plan; Components: Communication, measurement, performance, and recognition.)

NEW QUESTION # 63

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

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

Answer: A

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 # 64

The change project is ongoing but the sponsor is concerned about the readiness of the business and has asked for a change manager to be brought in. The project manager has never before worked with a change manager.

What is an appropriate first measure for the change manager to take?

- A. Send out a newsletter about the onboarding of a change manager
- B. Begin with stakeholder analysis
- C. Introduce a tool to monitor the change management plan
- **D. Clarify roles and responsibilities of the project manager and the change manager**

Answer: D

Explanation:

ACMP emphasizes that when project and change managers collaborate for the first time, the first step is clarifying roles and responsibilities. This ensures alignment, avoids duplication, and sets expectations for collaboration. Stakeholder analysis (C) and monitoring tools (D) are important but premature without clarity on responsibilities. Sending a newsletter (A) adds no strategic value. Option B best aligns with ACMP's guidance on establishing effective partnership between project and change managers. (Reference: ACMP Standard, Process Group 1 - Evaluate; Activity: Clarify roles and responsibilities to align change and project management efforts.)

NEW QUESTION # 65

You are a change management practitioner that has developed the measurement and benefit realization strategy for a new change project. You then proceed to develop a strategy to embed the change. What is an input to your strategy?

- A. Change resources inventory
- B. Key messages
- **C. Business case**
- D. Communications strategy

Answer: C

Explanation:

To embed change, the business case serves as a foundational input because it defines the rationale, expected benefits, and alignment with organizational priorities. ACMP explains that embedding strategies should link to the original business rationale to ensure reinforcement mechanisms support intended outcomes. Resources (A) and communications (D) are useful tools, and key messages (B) guide communication, but they are not the anchor. The business case ensures alignment with organizational value. (Reference: ACMP Standard, Process Group 4 - Sustainability Plan; Input: Business case to connect reinforcement to expected benefits.)

NEW QUESTION # 66

The ACMP Code of Ethics is divided into sections containing tenets of conduct outlined within duties identified as most important to the global change management community. What are the duties?

- A. Honesty, Responsibility, Fairness, Respect, Advancing the Discipline and Supporting Practitioners
- **B. Honesty, Responsibility, Respect, Objectivity, Advancing the Discipline and Supporting Practitioners**
- C. Integrity, Respect, Due Diligence, Fairness, Advancing the Discipline and Supporting Practitioners
- D. Responsibility, Respect, Fairness, Honesty, Confidentiality of Information

Answer: B

Explanation:

The ACMP Code of Ethics establishes five duties: Honesty, Responsibility, Respect, Objectivity, and Advancing the Discipline and

Supporting Practitioners. These duties guide ethical behavior in decision-making, stakeholder engagement, and professional conduct. Options A, C, and D include terms not explicitly codified (e.g., Integrity, Due Diligence, Confidentiality) or omit "Objectivity." The correct reference is option B, which matches the official ACMP Code of Ethics structure. (Reference: ACMP Code of Ethics, Sections: Duties of Honesty, Responsibility, Respect, Objectivity, and Advancing the Discipline.)

NEW QUESTION # 67

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