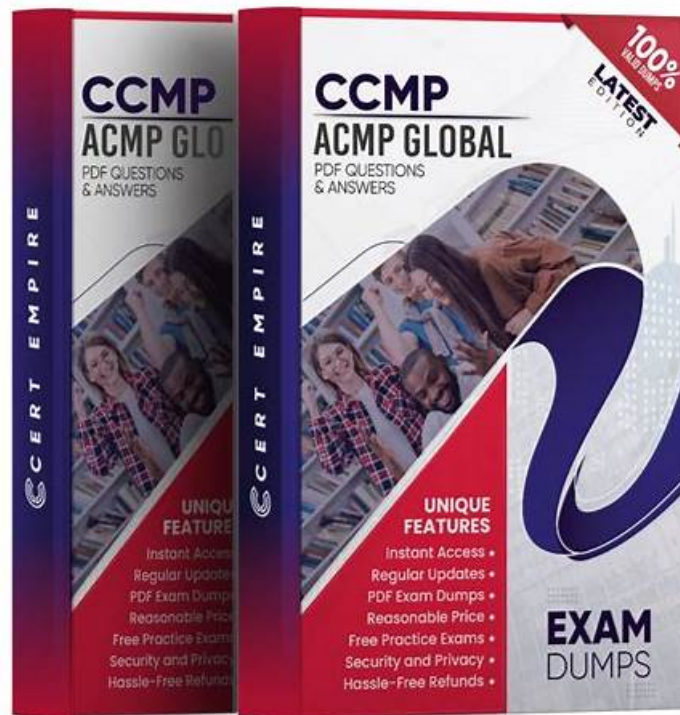


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## ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>

Topic 4	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
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### ACMP Global Certified Change Management Professional Sample Questions (Q136-Q141):

#### NEW QUESTION # 136

What are three key inputs for developing a sponsorship plan?

- A. Stakeholder analysis, charter and sponsor assessment
- B. Sponsorship strategy, stakeholder analysis and charter
- C. Sponsorship strategy, stakeholder analysis and sponsor assessment
- D. Sponsor assessment, charter and stakeholder analysis

**Answer: C**

Explanation:

ACMP states that asponsorship planis developed using:

\* Thesponsorship strategy(how sponsors will be engaged overall).

\* Stakeholder analysis(to identify where sponsorship is required and what influence sponsors must exercise).

\* Sponsor assessment(to understand current sponsor effectiveness and gaps).The charter and business case inform higher-level strategy but are not direct inputs to the sponsorship plan. Therefore, option A accurately lists the three critical inputs.(Reference: ACMP Standard, Process Group 2 - Sponsorship Strategy and Plan; Inputs: Stakeholder analysis and sponsor assessment; Output: Detailed sponsorship plan.)

#### NEW QUESTION # 137

During the execution phase, what can a change manager do to ensure the most effective use of people?

- A. Implement a process for creating, storing, and sharing documents and reports
- B. Implement a controlled spending request and approval process
- C. Establish a process to monitor physical resources and their performance
- D. Integrate human resources with the change to give input on how to execute

**Answer: D**

Explanation:

People are the key enablers of change. To ensure their effective use, ACMP recommendsintegrating human resources into executionby involving them in planning, coaching, and execution decisions. HR can help align staffing, training, and performance systems to support adoption. Controlled spending (B), monitoring physical resources (C), and document management (D) address other aspects of resource management but not the people side. Thus, option A reflects ACMP's focus on effective utilization of human resources.

(Reference: ACMP Standard, Process Group 4 - Execute; Activity: Leverage human resources effectively to drive change execution.)

### NEW QUESTION # 138

How would you best define a change sponsor?

- A. An individual who expects the change implementation to happen
- B. An individual who clearly understands benefits and costs of the change implementation
- C. An individual who is enthusiastic about the change implementation
- **D. An individual who is accountable for the change implementation**

**Answer: D**

Explanation:

The sponsor is the accountable executive who owns the outcomes and benefit realization, secures resources, resolves cross-functional issues, and models commitment. Enthusiasm and understanding are helpful, but accountability is the defining characteristic in ACMP guidance. (Reference: ACMP Standard, Sponsorship- accountability for change success; Process Groups 2-4: Sponsorship strategy and engagement.)

### NEW QUESTION # 139

What is the key factor to consider when assessing the organizational readiness for a change?

- **A. The gaps between the change leaders' expectations and the collective organizational view**
- B. The rigor applied to establish the business case
- C. The change leader's track record with past changes
- D. The organizational policy leaders are following regarding governance

**Answer: A**

Explanation:

Readiness is about the current state of people and the organization- beliefs, understanding, and capacity- to adopt the future state. ACMP recommends assessing perception gaps between leaders and the broader organization to calibrate approach, communications, and risk. Leader history or business case rigor are contextual, but the readiness linchpin is the expectation-perception gap. (Reference: ACMP Standard, Process Group 1 - Readiness Assessment; Activities: Assess stakeholder sentiment, comprehension, and alignment gaps.)

### NEW QUESTION # 140

What is the purpose of developing a clear vision of the future state?

- **A. To direct the focus of the actual change results and anticipated outcomes**
- B. To describe the key parameters that measure when goals and objectives are attained
- C. To facilitate developing an organization's operating state after change is adopted
- D. To establish key objectives and goals that define the progress toward the change

**Answer: A**

Explanation:

A clear vision of the future state provides stakeholders with a compelling picture of what the organization will look like after the change. ACMP highlights this as crucial for aligning actions, reducing uncertainty, and directing energy toward anticipated outcomes. Objectives and measurements (C, D) support the vision, but they are not the vision itself. The operating state (A) describes details after adoption, but the vision (B) provides direction and clarity before and during implementation. (Reference: ACMP Standard, Process Group 2 - Vision of Future State; Purpose: Direct focus to results and anticipated outcomes.)

### NEW QUESTION # 141

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