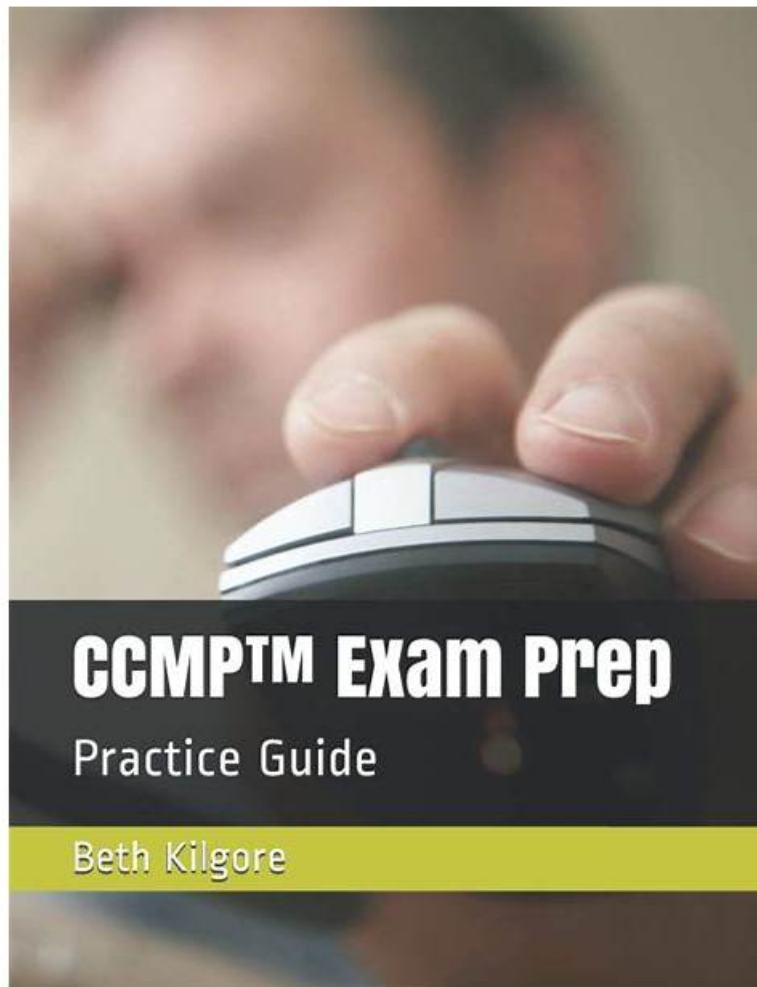


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ACMP Global CCMP Exam Syllabus Topics:

| 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">• 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 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. |
| Topic 4 | <ul style="list-style-type: none"> • Close the Change Management Effort: This section assesses skills of Change Managers and Program Leads and covers evaluating the success of the change initiative, conducting lessons learned, documenting recommended actions, gaining closure approvals, transferring ownership, ensuring sustainability, and recognizing achievements. |
| Topic 5 | <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. |

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ACMP Global Certified Change Management Professional Sample Questions (Q138-Q143):

NEW QUESTION # 138

The first two weeks of a large and complex change project is underway and things seem to be going okay. What have you developed so that you can be sure the change is on track?

- A. Risk mitigation strategy
- B. Project management plan
- C. Stakeholder engagement strategy
- **D. Measurement and benefits realization strategy**

Answer: D

Explanation:

ACMP underscores that progress tracking is only possible if a measurement and benefits realization strategy is in place. This strategy defines adoption metrics, usage levels, and business KPIs that are monitored against targets. Without it, "things going okay" would be anecdotal rather than evidence-based. Stakeholder engagement (A) and risk strategies (C) support adoption, but they don't measure it. Project management plans (B) track deliverables, not people-side outcomes. Thus, option D is the correct enabler of tracking.

(Reference: ACMP Standard, Process Group 4 - Execute; Develop and implement measurement and benefits realization strategy.)

NEW QUESTION # 139

What can be done to avoid duplication of efforts and to increase stakeholder awareness when a change manager joins a project?

- **A. Project plan and change plan should be aligned**
- B. Project plan is the master and the change manager has to follow this plan
- C. Project plan and change plan should be independent from each other
- D. Change plan is the master and project plan has to follow it

Answer: A

Explanation:

ACMP emphasizes that project and change plans must be aligned, not competing or siloed. Alignment ensures technical deliverables (project management) and people-focused activities (change management) reinforce each other, avoiding duplication and confusion. Making one plan the "master" (A, B) risks imbalance, while independence (C) causes misalignment. Thus, the correct approach is option D - alignment between project and change management plans.

(Reference: ACMP Standard, Process Group 2 - Integration; Activity: Align change management and project management plans to increase efficiency and reduce duplication.)

NEW QUESTION # 140

Some steering committee members do not understand the difference between project management and change management and, hence, the uniqueness of each. What clarification should be provided to these committee members?

- A. Project management and change management are focused on different stakeholders
- B. Project management and change management differ regarding the organizational level they are addressing
- C. Project management and change management have different plans and outcomes for the project
- **D. Project management and change management methodologies differ in focus**

Answer: D

Explanation:

ACMP explains that project management focuses on delivering outputs (scope, schedule, budget, quality), whereas change management focuses on ensuring adoption, usage, and benefits realization by addressing the people side of change. This difference in focus is the clearest and most fundamental distinction. While differences in plans, stakeholders, and levels of focus exist, option A captures the primary clarification needed: methodologies differ in focus and objectives.

(Reference: ACMP Standard, Introduction; Distinction between project management outputs and change management outcomes.)

NEW QUESTION # 141

What is a primary purpose of conducting the lessons learned evaluation?

- A. To inform stakeholders of future changes that they can anticipate
- B. To evaluate and refine the metrics that are in place to sustain the change in the future
- **C. To identify improvements for future change management programs**
- D. To identify gaps and take corrective action for the change outcomes

Answer: C

Explanation:

The primary purpose of lessons learned is to identify improvements for future change programs. ACMP stresses that documenting successes, challenges, and corrective actions builds organizational capability for handling change. While metrics refinement (B) and gap correction (D) may occur, they are secondary.

Informing stakeholders of future changes (A) is unrelated. The main purpose is to improve future practices, making option C correct.

(Reference: ACMP Standard, Process Group 5 - Close; Activity: Conduct lessons learned evaluation to identify improvements for future efforts.)

NEW QUESTION # 142

What are the two inputs in a change impact and readiness strategy that are critically important?

- A. Stakeholder engagement strategy and sponsor's budget
- **B. Stakeholder engagement strategy and change impact assessment**
- C. Stakeholder engagement strategy and impact results
- D. Stakeholder engagement and resource plan

Answer: B

Explanation:

ACMP identifies change impact assessment and the stakeholder engagement strategy as the two key inputs for readiness strategy.

Impact assessment determines the depth and scope of change; engagement strategy ensures stakeholders are identified and prepared. Together, these inputs guide readiness activities and tailor interventions. Budget, resource plans, or impact "results" are supportive but not the primary critical inputs.

(Reference: ACMP Standard, Process Group 2 - Change Impact and Readiness Strategy; Inputs: Stakeholder engagement strategy and impact analysis.)

NEW QUESTION # 143

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