

인기자격증CCMP퍼펙트덤프데모시험대비공부자료



참고: PassTIP에서 Google Drive로 공유하는 무료, 최신 CCMP 시험 문제집이 있습니다: <https://drive.google.com/open?id=1VJISwvg7TVWWvcwIoVaV4LrmH2JHpnFF>

PassTIP의 ACMP Global인증 CCMP덤프의 무료샘플을 이미 체험해보셨죠? PassTIP의 ACMP Global인증 CCMP덤프에 단번에 신뢰가 생겨 남은 문제도 공부해보고 싶지 않나요? PassTIP는 고객님들의 시험부담을 덜어드리기 위해 가벼운 가격으로 덤프를 제공해드립니다. PassTIP의 ACMP Global인증 CCMP로 시험패스하다 더욱 넓고 좋은곳으로 고고싱 하세요.

ACMP Global CCMP 시험요강:

주제	소개
주제 1	<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.
주제 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.
주제 3	<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.

주제 4	<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.
주제 5	<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.

>> CCMP퍼펙트 덤프데모 <<

CCMP퍼펙트 덤프데모 시험공부자료

ACMP Global인증 CCMP시험에 도전하고 싶으시다면 최강 시험패스율로 유명한PassTIP의 ACMP Global인증 CCMP덤프로 시험공부를 해보세요. 시간절약은 물론이고 가격도 착해서 간단한 시험패스에 딱 좋은 선택입니다. ACMP Global 인증CCMP시험출제경향을 퍼펙트하게 연구하여PassTIP에서는ACMP Global 인증CCMP시험대비덤프를 출시하였습니다. PassTIP제품은 고객님의 IT자격증 취득의 앞길을 원히 비추어드립니다.

최신 Change Management Professional CCMP 무료샘플문제 (Q95-Q100):

질문 # 95

Which change management topics should the change manager review during sponsor coaching?

- A. Lessons learned from previous projects
- B. Role, responsibilities and actions to visibly support the change
- C. Requests for additional funding for change management activities
- D. Common project manager mistakes

정답: B

설명:

Sponsor coaching is critical because sponsorship is the top success factor in change management. Coaching should focus on ensuring the sponsor understands and enacts their role and responsibilities, including visible support, active communication, resource allocation, and barrier removal. While lessons learned may help inform, and funding requests may arise, the core content of sponsor coaching must emphasize what they must do to be effective. This includes visible leadership behaviors, stakeholder engagement, and role modeling commitment.

(Reference: ACMP Standard, Process Group 2 - Sponsorship Strategy and Coaching Plan; Key activities:

Define sponsor role, actions, visibility, and accountability.)

질문 # 96

The change project aims at growing market shares for division X. Over the past weeks customers have been indicating that they are not ready for the new product line. What do you need to do to decrease the speed of change?

- A. Modify the measurement plan
- B. Modify the organizational readiness assessment
- C. Modify the feedback mechanism
- D. Modify the change management plan execution

정답: D

설명:

If customers indicate lack of readiness, the change manager must adjust execution of the plan. This may involve slowing rollout, extending training, or revising communications until readiness increases. ACMP stresses flexibility during execution, making real-time adjustments based on feedback and adoption data.

Modifying readiness assessment (B) is retrospective, not corrective. Feedback mechanisms (A) and measurement (D) are tools for

detection, not immediate corrective action. Therefore, execution adjustments are required to align with stakeholder readiness. (Reference: ACMP Standard, Process Group 4 - Execute; Activities: Monitor adoption and adjust implementation as required based on readiness feedback.)

질문 # 97

What should a learning and development strategy be able to demonstrate?

- A. The skills and competencies needed to perform in the changed environment
- B. The methods of developing a useful training strategy
- C. The current training methods and tools
- D. The impact a change brought to an individual

정답: A

설명:

The purpose of a learning and development strategy is to close skills and competency gaps identified in the learning needs assessment. It must demonstrate what knowledge, skills, and behaviors are required for success in the future state and how these will be built. While training methods (B, C) are included in planning, the core demonstration is the competency framework aligned to the change. Individual impact (A) may be measured later but is not the strategy's primary output. Thus, option D best aligns with ACMP guidance.

(Reference: ACMP Standard, Process Group 3 - Develop Learning and Development Plan; Outputs: Defined competencies and skill-building activities.)

질문 # 98

The scope, controls and monitoring methods of a change effort are a part of which process?

- A. The project management plan
- B. The change management strategy
- C. The business model strategy
- D. The change management plan

정답: D

설명:

The change management plan details the scope of people-related activities, controls for governance, and monitoring methods for adoption and benefits realization. ACMP differentiates between the strategy (D), which defines the overarching approach, and the plan (C), which provides actionable detail. Project management plans (A) cover deliverables, not adoption. Business models (B) address strategic design, not execution controls. Thus, option C is correct.

(Reference: ACMP Standard, Process Group 3 - Develop Plan; Outputs: Scope, monitoring, and controls for change activities.)

질문 # 99

What is the purpose of identifying goals, objectives and criteria for success before an initiative is rolled out?

- A. To provide tangible and measurable goals that represent planned progress towards the adoption of the future state
- B. To connect the change to its authors and determine accountability requirements needed for the future state
- C. To specify alignment to strategic objectives that will guide the organization towards its future state
- D. To identify stakeholder attributes such as commitment to the future state

정답: A

설명:

ACMP emphasizes the importance of defining clear goals, objectives, and criteria for success before rolling out change. These provide a tangible and measurable baseline for tracking progress and adoption. Success criteria guide communications, training, resistance management, and sponsor accountability. While alignment to strategy (C) and stakeholder commitment (A) are important, they are broader considerations.

Accountability (D) is part of sponsorship planning. The key purpose is to establish measurable progress indicators to ensure the change achieves adoption and intended outcomes.

(Reference: ACMP Standard, Process Group 2 - Formulate; Activity: Identify goals, objectives, and criteria for success.)

질문 # 100

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CCMP합격보장 가능 시험: <https://www.passtip.net/CCMP-pass-exam.html>

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