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What is included in the contract? ✓✓ Anything that is referenced as part of the contract.

Scope ✓✓ Which core contract element addresses what the contract is about?

When was the contract agreed? ✓✓ Which of the following is NOT one of the four core elements of a contract?

1,3,4 ✓✓ Which of the following may be incorporated into the contract? 1.) bid documents 3.) Letters, change orders and specifications. 4.) SOWs, SLAs, RFP, procedures and prices

The bid, negotiation and implementation teams ✓✓ Who should be involved in the formal contract hand over meeting?

Keep Satisfied ✓✓ A stakeholder group with a low level of impact and a high level of dependence on an outcome is represented as which group type for communication purposes?

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

NEW QUESTION # 138

What is the main purpose of assessing how well new change initiatives are aligned to the strategic objectives and performance measures of an organization?

- A. To set a priority listing for all new change initiatives
- B. To examine and test the validity of performance measures in the organization
- **C. To ensure that the change would add value in supporting the organization**
- D. To gather the views of a wide cross-section of employees

Answer: C

Explanation:

ACMP directs practitioners to test strategic alignment early to confirm that the change adds value and supports enterprise priorities and KPIs. Prioritization may follow, but the core purpose is verifying contribution to strategy and performance, thereby justifying investment and sponsorship. (Reference: ACMP Standard, Process Group 1 - Evaluate; Activities: Assess strategic alignment and value contribution; Inputs: business case, strategy, measures.)

NEW QUESTION # 139

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

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

Answer: D

Explanation:

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.)

NEW QUESTION # 140

You are the communication change lead developing the communications strategy for a new change initiative.

What would you choose as an input when you plan your communications strategy?

- A. Risk assessment
- **B. Change impact assessment**
- C. Resource assessment
- D. Budget assessment

Answer: B

Explanation:

The change impact assessment identifies who is affected, how they are affected, and the level of change required. ACMP emphasizes this as a critical input to the communication strategy because it allows tailoring of messages to audience needs and impacts. Budget and resource assessments inform feasibility, while risk assessment helps mitigate issues, but they do not define messaging needs. Thus, the change impact assessment is the most relevant input.

(Reference: ACMP Standard, Process Group 3 - Communication Plan; Inputs: Change impact assessment and stakeholder analysis.)

NEW QUESTION # 141

What is the first step in executing a learning and development plan?

- A. Ensure training is delivered appropriately
- **B. Ensure learning materials supporting curriculum are developed**
- C. Ensure learning outcomes are achieved
- D. Ensure training venue is available

Answer: B

Explanation:

The first execution step is to develop learning materials that support the curriculum. ACMP outlines that before delivery or assessment can occur, appropriate materials, job aids, and resources must be designed and validated. Availability of venues (B), delivery (C), and outcomes (D) follow later. Therefore, the correct first step is option A.

(Reference: ACMP Standard, Process Group 3 - Learning and Development Plan; Activity: Prepare learning materials and curriculum before delivery.)

NEW QUESTION # 142

Which section of the change management plan stresses how the change will become the organization's normal functioning?

- A. Business case
- **B. Sustainability plan**
- C. Benefits realization plan
- D. Stakeholder engagement plan

Answer: B

Explanation:

The sustainability plan ensures that new behaviors, processes, and systems are embedded into everyday organizational functioning. According to ACMP, sustainability activities include reinforcement mechanisms, monitoring adoption, and integrating changes into performance systems. Benefits realization (B) measures outcomes, while the business case (C) provides rationale. Stakeholder engagement (D) supports adoption but does not ensure permanence. Thus, the sustainability plan (A) is the section that institutionalizes change.

(Reference: ACMP Standard, Process Group 4 - Sustainability Plan; Outcome: Integrate change into the organization's ongoing operations.)

NEW QUESTION # 143

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