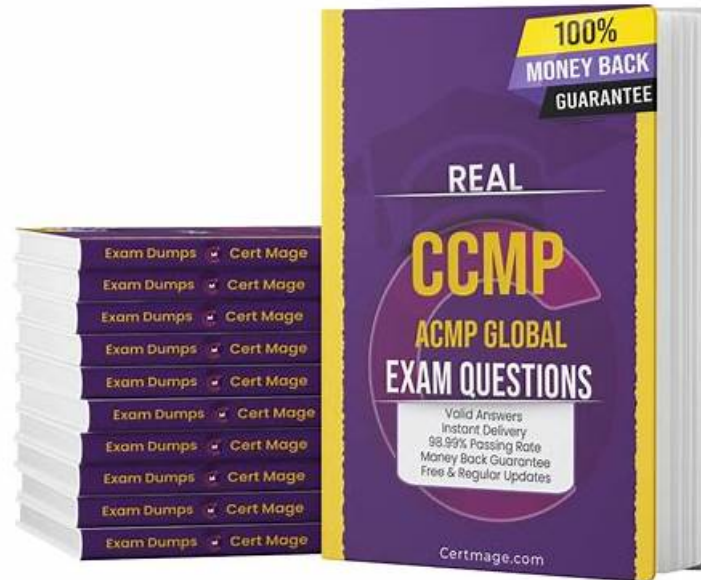


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ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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"> 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 4	<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 5	<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.

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ACMP Global Certified Change Management Professional Sample Questions (Q21-Q26):

NEW QUESTION # 21

What is a key input to the development of the sponsorship strategy?

- A. Research
- B. Success measures
- **C. Stakeholder analysis**
- D. Business case

Answer: C

Explanation:

ACMP requires stakeholder analysis as a key input to sponsorship strategy. By mapping who is impacted and who influences outcomes, the change manager identifies where sponsorship is needed and at what level.

Success measures and business case inform overall strategy but do not directly define which sponsors are required. Research provides supporting context, but the critical input is stakeholder analysis.

(Reference: ACMP Standard, Process Group 2 - Sponsorship Strategy; Input: Stakeholder analysis; Output: Defined sponsor roles, accountabilities, and actions.)

NEW QUESTION # 22

The vice president of marketing is the sponsor for a major change initiative. She recently accepted a new assignment in the international customer care organization and is leaving the vice president of marketing position. No replacement has been named. What is the potential project impact caused by losing a sponsor?

- A. Potential change in benefits realization
- **B. Impact to vision and direction**
- C. Reworking of the stakeholder engagement plan
- D. Loss of momentum until a replacement is found

Answer: B

Explanation:

ACMP highlights that sponsors provide vision, direction, and authority for change. Losing a sponsor disrupts clarity on vision and alignment, leaving the initiative without executive-level accountability. While momentum may also be affected, the most critical risk is the loss of vision and direction until a new sponsor is identified. This underscores why succession planning and sponsorship continuity are essential in change management.

(Reference: ACMP Standard, Process Group 2 - Sponsorship Strategy; Outcomes: Ensure active, continuous sponsorship to maintain direction and vision.)

NEW QUESTION # 23

Why should feedback mechanisms be used to monitor performance of a change management plan?

- A. To monitor and track key performance indicators and expected benefits
- B. To ensure change adoption and measure change management effectiveness
- C. To enable the team to develop responses and monitor the effectiveness of the change plan
- D. To identify gaps and outstanding training and development needs

Answer: C

Explanation:

Feedback mechanisms (surveys, focus groups, one-on-one sessions) serve as a monitoring tool to ensure the change plan is working as intended. According to ACMP, they provide actionable information that allows the change team to develop responses to emerging challenges and adjust the plan. Options B, C, and D are outcomes of feedback but not the fundamental reason for using feedback mechanisms. The core purpose is option A - to monitor effectiveness and adjust accordingly.

(Reference: ACMP Standard, Process Group 4 - Execute; Activity: Use feedback to monitor effectiveness of the plan and inform corrective action.)

NEW QUESTION # 24

What is recommended when evaluating outcomes against the change objectives?

- A. Ensure stakeholders truly understand what the change is about
- B. Review outcomes with appropriate leaders/stakeholders
- C. Design metrics to ensure a common understanding of outcomes
- D. Create a final stakeholder communications plan

Answer: B

Explanation:

Evaluation is collaborative: ACMP advises reviewing adoption/benefit results with sponsors and stakeholders, validating whether objectives and success criteria were met, and agreeing on remediation or sustainment actions. Designing metrics occurs earlier (Strategy/Plan phases). Ensuring understanding and building a comms plan are execution activities, not evaluation techniques.

(Reference: ACMP Standard, Process Group 5 - Evaluate outcomes vs. objectives; Joint review with governance and stakeholders.)

NEW QUESTION # 25

What is an example of a tangible indicator that is used to evaluate the effects of learning?

- A. Stress rate
- B. Effective communication
- C. Job performance
- D. Conducive teamwork

Answer: C

Explanation:

The effect of learning should be measured through observable performance outcomes. ACMP highlights job performance as the most direct indicator, showing that knowledge and skills gained in training are being applied. Communication (A) and teamwork (C) may improve indirectly, while stress reduction (D) is harder to quantify. Tangible evidence comes when employees perform their roles effectively in the new state, making job performance (B) the correct answer.

(Reference: ACMP Standard, Process Group 3 - Learning and Development Plan; Activity: Measure effectiveness of training through performance outcomes.)

NEW QUESTION # 26

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