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### ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	<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 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>• <b>Formulate the Change Management Strategy:</b> 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 4	<ul style="list-style-type: none"> <li>• <b>Execute, Manage, and Monitor Implementation of the Change Management Plan:</b> 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>

## ACMP Global Certified Change Management Professional Sample Questions (Q76-Q81):

### NEW QUESTION # 76

The change management strategy was completed and implemented on time; however, while the technical aspect of the change appears to be successfully undertaken, a large number of stakeholders appear not to be able to adopt the change. Which strategy is best revisited to address this situation?

- A. Sustainability strategy
- B. Benefit realization strategy
- C. Communications strategy
- D. Learning and development strategy

**Answer: D**

Explanation:

When stakeholders struggle to adopt, the problem often lies in insufficient preparation through learning and development. ACMP highlights the importance of equipping employees with the skills, knowledge, and behaviors to operate effectively in the new environment. While communications raise awareness, they do not ensure ability. Sustainability strategies help maintain adoption once achieved, and benefit realization measures outcomes after adoption. Revisiting the learning and development strategy addresses capability gaps that hinder adoption.

(Reference: ACMP Standard, Process Group 3 - Learning and Development Plan; Ensure stakeholders are equipped to adopt change successfully.)

### NEW QUESTION # 77

What is the primary purpose of conducting a learning needs assessment?

- A. To assess stakeholder availability for anticipated training and development
- B. To define the knowledge, skills, social and behavioral abilities needed to sustain the future state
- C. To attain sponsor approval to fund the anticipated training program as needed
- D. To evaluate the most current learning approaches available to prepare for the future state

**Answer: B**

Explanation:

A learning needs assessment identifies the knowledge, skills, and behaviors that individuals and groups require to perform effectively in the future state. According to ACMP, this assessment is essential to determine gaps between current competencies and those required by the change. It informs the learning and development strategy that will close these gaps through training, coaching, or performance support. Availability (A) and methods (D) may influence design, but the fundamental purpose is defining the capabilities needed to sustain the change. Sponsor approval (C) is an outcome of planning, not the purpose of assessment.

(Reference: ACMP Standard, Process Group 1 - Readiness; Activity: Conduct learning needs assessment; Input to Process Group 3 - Develop Learning and Development Plan.)

### NEW QUESTION # 78

You are currently developing a sustainability strategy. What is a key component the strategy should cover?

- A. Project schedule and plan
- **B. Rewards and recognition**
- C. Resource plan
- D. Readiness and training plan

**Answer: B**

Explanation:

A sustainability strategy ensures that adoption is reinforced over time. ACMP identifies rewards and recognition systems as critical components, since they motivate stakeholders to maintain new behaviors and discourage reversion to old ways. Readiness (A) occurs before implementation, schedules (B) are project-oriented, and resource planning (D) addresses capacity, not sustainability. Thus, rewards and recognition (C) are essential to sustain adoption.

(Reference: ACMP Standard, Process Group 4 - Execute; Sustainability Plan activities: Include reinforcement through rewards and recognition.)

#### **NEW QUESTION # 79**

What is an important step when developing the measurement and benefit realization strategy?

- A. Identifying all the individuals and groups impacted by the change
- **B. Assigning owners for each measure and target**
- C. Determining when and how the training should be delivered
- D. Communicating the business case to the organization

**Answer: B**

Explanation:

ACMP specifies that assigning owners for each measure and target is crucial to ensure accountability in benefits realization. Without clear ownership, tracking progress and achieving adoption goals becomes fragmented. Training delivery (A), communication of the business case (B), and impact analysis (D) are important activities but belong to other components of the change plan. In measurement strategy, the focus is on defining metrics, targets, and accountable owners.

(Reference: ACMP Standard, Process Group 3 - Measurement and Benefits Realization Plan; Activity: Define metrics and assign owners.)

#### **NEW QUESTION # 80**

What is the primary purpose of executing the change management plan?

- A. To monitor, measure and control delivery against baseline plans
- B. To get agreement on who carries out the change
- **C. To ensure resources, communication and activities are carried out**
- D. To provide guidance and minimize the risk of resisting the change

**Answer: C**

Explanation:

Execution means carrying out the work defined in the plan. According to ACMP, this includes delivering communications, stakeholder engagement activities, training and development, resistance management, and measurement activities. Monitoring and controlling (A) is a project management function but not the primary purpose. Providing guidance (C) and clarifying roles (D) are important but achieved through earlier planning.

Execution ensures that resources and strategies are applied in practice to achieve adoption and benefits realization.

(Reference: ACMP Standard, Process Group 4 - Execute the Change Management Plan; Core outcome: Implement planned activities for adoption and benefits.)

#### **NEW QUESTION # 81**

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