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ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	 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.
Topic 2	 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 3	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 4	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.

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ACMP Global Certified Change Management Professional Sample Questions (Q129-Q134):

NEW QUESTION # 129

What are the essential tools that when used together minimize the risk of unsustainability of a change effort?

- A. Communication plan, learning and development plan and reward and recognition system
- B. Resource plan, project schedule and sponsorship plan
- C. Vision statement, project charter and strategy plan
- D. Sponsorship plan, stakeholder engagement plan and learning and development plan

Answer: A

Explanation:

To minimize the risk ofunsustainability, ACMP highlights three essential levers:

- * Communication plan- ensures consistent reinforcement of key messages.
- * Learning and development plan-builds knowledge, skills, and behaviors for sustaining change.
- * Reward and recognition system- reinforces desired behaviors and motivates continued adoption.

Other options contain valuable tools, but none combine reinforcement, capability building, and recognition in the same way. Option D directly addressessustainability riskby embedding and rewarding new ways of working. (Reference: ACMP Standard, Process Group 4 - Execute; Activities:

Communication execution, learning and development, reinforcement via recognition systems.)

NEW QUESTION # 130

A new change initiative is being planned at an organization. Efforts are made by the change management lead to outline the case for change including the current opportunities, risks, consequences of the change, and the benefits of the change and how it aligns to the organization's strategic priorities. What is the next key action to be taken?

- A. Develop the change charter
- B. Determine why the change is required
- C. Identify goals, objectives and success criteria
- D. Develop a clear vision of the future state

Answer: D

Explanation:

Once the case for change has been defined, ACMP recommends developing aclear vision of the future state.

This provides a compelling picture of what success will look like, aligning stakeholders and guiding all downstream planning. Determining why the change is required (A) is already covered by the case for change.

The charter (B) formalizes scope later, and success criteria (D) are developed after the vision is articulated.

Thus, option C reflects the logical next step.

(Reference: ACMP Standard, Process Group 2 - Formulate; Activities: Define case for change, then articulate a vision of the future state.)

NEW QUESTION #131

What are three key inputs for developing a sponsorship plan?

- A. Sponsorship strategy, stakeholder analysis and sponsor assessment
- B. Sponsor assessment, charter and stakeholder analysis
- C. Stakeholder analysis, charter and sponsor assessment
- D. Sponsorship strategy, stakeholder analysis and charter

Answer: A

Explanation:

ACMP states that asponsorship planis developed using:

- * Thesponsorship strategy(how sponsors will be engaged overall).
- * Stakeholder analysis(to identify where sponsorship is required and what influence sponsors must exercise).
- * Sponsor assessment(to understand current sponsor effectiveness and gaps). The charter and business case inform higher-level strategy but are not direct inputs to the sponsorship plan. Therefore, option A accurately lists the three critical inputs. (Reference: ACMP Standard, Process Group 2 Sponsorship Strategy and Plan; Inputs: Stakeholder analysis and sponsor assessment; Output: Detailed sponsorship plan.)

NEW QUESTION #132

Who is responsible for coordinating, applying and tracking change management activities?

- A. Change management lead
- B. Change agent
- C. Change stakeholder
- D. Sponsor

Answer: A

Explanation:

The change management lead is accountable for ensuring change management activities are properly coordinated, applied, and monitored. While sponsors provide leadership and stakeholders participate, the change management lead ensures integration of plans, tracks progress, and adjusts activities as needed.

Change agents support by influencing peers, but they are not accountable for overall coordination. ACMP clearly defines the change lead's role as orchestrator of the processacross all groups.

(Reference: ACMP Standard, Process Groups 2-5; Role of Change Lead: Develop, coordinate, execute, and monitor change management activities.)

NEW QUESTION # 133

What is the most compelling reason for considering the external factors that could affect organizational change?

- A. The commissioning of regular SWOT analysis to enable the organization to monitor its environment and plan its change
- B. The need to know the new competitors entering the market
- C. Changes in government policies could negatively impact the planned change
- D. To determine the external factors that will enable or constrain the change effort

Answer: D

Explanation:

ACMP highlights that readiness assessments should consider external environment factors such as market conditions, regulations, competition, and economic stability. The purpose is not just to list these factors but to determine how they will enable or constrain the change effort. Competitors (A) and policies (B) are examples, and SWOT (C) is a method, but the broader and most compelling reason is option D.

(Reference: ACMP Standard, Process Group 1 - Evaluate; Activity: Assess external environment and identify enablers/constraints.)

NEW QUESTION #134

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