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ACMP Global CCMP Exam Syllabus Topics:

Topic	Details
Topic 1	• 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	• 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.

ACMP Global Certified Change Management Professional Sample Questions (Q82-Q87):

NEW QUESTION # 82

During a change management program, it is important to measure the success criteria and monitor if the change is achieving its expected benefits. To gauge the effectiveness of the change, a measurement and benefit realization strategy has to be implemented. What inputs do you think are vital to implement this strategy?

- A. Strategic plan, case for change, and success criteria
- B. Strategic plan, sustainability plan and vision statement
- C. Strategic plan, risk plan and budget plan
- D. Strategic plan, case for change and budget plan

Answer: A

Explanation:
The key inputs for a measurement and benefits realization strategy are:
* Strategic plan(provides organizational alignment).
* Case for change(explains rationale and expected benefits).
* Success criteria(defines measurable adoption outcomes).Risk and budget plans (A, C) are supporting but not primary inputs.
Sustainability and vision (D) help later but are not the basis for measurement.
Thus, option B provides the most relevant inputs as defined in the ACMP Standard.(Reference: ACMP Standard, Process Group 3 - Measurement and Benefits Realization Plan; Inputs: Case for change, success criteria, and strategic objectives.)

NEW QUESTION # 83

Which components of the change management plan need to be completed prior to executing the plan?

- A. Resources, strategies, timelines, communications and learnings
- B. Benefits analysis, resource plan and sustainability plan
- C. Project schedule, stakeholder engagement plan and resource plan
- D. Timelines, communications, and project plan

Answer: C

Explanation:
Before execution, theproject schedule, stakeholder engagement plan, and resource planmust be finalized.
ACMP specifies these as foundational inputs ensuring clarity of timing, stakeholder involvement, and capacity. Timelines and communications (B) or strategies (A) are useful, but without explicit scheduling, resourcing, and engagement planning, execution may lack alignment. Benefits analysis and sustainability (D) are addressed later. Thus, option C is the correct prerequisite for execution. (Reference: ACMP Standard, Process Group 3 - Develop Plan; Required plans include stakeholder engagement, communication, resource allocation, and scheduling.)

NEW QUESTION # 84

When conducting a change risk assessment, which key source inputs should you take into consideration when identifying potential risks?

- A. Stakeholder analysis, change impact assessment, organizational change capacity assessment and culture assessment
- B. Stakeholder analysis, change impact assessment, learning needs assessment and culture assessment
- C. Stakeholder analysis, change impact assessment, organizational strategy, objectives and performance management and culture assessment
- D. Stakeholder analysis, change impact assessment, sponsor appetite and culture assessment

Answer: A

Explanation:
ACMP defines risk assessment as identifying factors that may undermine adoption and benefits realization.
Thefour foundational inputsinclude: (1)Stakeholder analysis-who is impacted and their influence; (2) Change impact assessment-the degree and scope of disruption; (3)Organizational change capacity-how much concurrent change the organization can absorb; and (4)Culture assessment-underlying values and behaviors that may support or block change. These combined inputs provide a holistic picture of adoption risks. While strategy and performance measures matter, they belong to alignment and strategy formulation.
Sponsor appetite is relevant but not a primary risk input. Thus, the most accurate answer is optionB.
(Reference: ACMP Standard, Process Group 1 - Evaluate Change Impact and Readiness, Activities: Assess organizational culture,

Assess capacity and saturation, Perform stakeholder analysis, and Assess impact.)

NEW QUESTION # 85
Linking rewards and recognition required by a change initiative is a component of which strategy?

- A. Learning and development
- B. Change impact and readiness
- C. Measurement and benefit realization
- D. Sustainability

Answer: D

Explanation:
ACMP identifies rewards and recognition systems as key elements of the sustainability strategy. They reinforce desired behaviors, prevent regression to old practices, and motivate adoption. Impact and readiness (A) identify scope and preparedness. Learning and development (C) builds skills, and measurement (D) evaluates progress. Only sustainability (B) directly incorporates reinforcement through recognition.
(Reference: ACMP Standard, Process Group 4 - Sustainability Plan; Activity: Integrate rewards and recognition to sustain adoption.)

NEW QUESTION # 86
What information should be captured during the process of identifying sponsors accountable for the change?

- A. Potential change obstacles and conflicts
- B. Risks and opportunities that can affect the change outcomes
- C. Cultural elements that may help achieve the expected benefits
- D. Motivation, abilities, expectations and concerns regarding the change

Answer: D

Explanation:
During sponsor identification, ACMP recommends capturing motivation, abilities, expectations, and concerns. This information helps in coaching, aligning, and ensuring sponsors are prepared to fulfill their role. Obstacles (B), culture (C), and risks (D) are important but are addressed in separate analyses. The sponsorship process focuses specifically on individual leaders' readiness and capabilities, making option A the correct answer.
(Reference: ACMP Standard, Process Group 2 - Sponsorship; Activity: Identify sponsors and capture motivations, expectations, and abilities.)

NEW QUESTION # 87
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