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SAP Certified Associate - Organizational Change Management Sample Questions (Q74-Q79):

NEW QUESTION # 74

Which communication tasks usually fall into the area of responsibility of change management during the go- live phase of a cloud implementation? Note: There are 2 correct answers to this question.

- A. Send out information about ad-hoc support options
- B. Collect requirements for workflow adjustments
- C. Inform external suppliers about key process changes
- D. Organize a Q&A session for key users

Answer: A,D

Explanation:

During the go-live phase (SAP Activate Deploy phase), change management focuses on supporting end-users to ensure adoption and smooth transition. Option C is correct because organizing Q&A sessions for key users addresses immediate concerns, fosters confidence, and aligns with OCM's role in facilitating two-way communication. Option D is correct as sending out ad-hoc support information (e.g., helpdesk contacts) ensures users know where to turn for help, a critical task to sustain adoption post-go-live.

Option A is incorrect-informing external suppliers is typically a business or procurement responsibility, not OCM's focus. Option B is also incorrect; collecting workflow adjustment requirements is a technical or process owner task, not a communication duty of change management. In SAP OCM, communication tasks at go-live prioritize user enablement and support over external or technical adjustments.

"In the Deploy phase, change management executes communication activities such as user Q&A sessions and support announcements to reinforce adoption and address immediate post-go-live needs" (SAP Activate Methodology, Change Management Workstream, Deploy Phase).

NEW QUESTION # 75

What are typical topics covered by a change story for a cloud implementation? Note: There are 3 correct answers to this question.

- A. Training and enablement offerings
- B. Non-targets
- C. Key facts and figures
- D. Benefits and investments
- E. Risks and issues

Answer: C,D,E

NEW QUESTION # 76

What are possible options for setting up organizational change management in the project organization? Note: There are 3 correct answers to this question.

- A. As a separate project
- B. As a staff unit
- C. As a cross-topic
- D. As a subproject
- E. As part of the functional sub-projects

Answer: A,C,D

NEW QUESTION # 77

How is SAP's organizational change management framework connected with the SAP Activate methodology? Note: There are 2 correct answers to this question.

- A. Some change management activities are executed in more than one SAP Activate phase
- B. The SAP Activate phases build the dimensions of the organizational change management framework
- C. The start of each change management activity is assigned to one specific SAP Activate phase
- D. Each change management dimension is assigned to a specific SAP Activate phase

Answer: A,C

Explanation:

SAP's OCM framework integrates with SAP Activate to align people efforts with project stages. Option A is correct because activities are phase-specific-e.g., stakeholder analysis starts in Prepare, training in Realize- ensuring timing matches project needs, like assessing readiness before design. Option C is correct as some activities span phases-e.g., communication begins in Prepare

(awareness) and continues through Run (adoption updates), adapting to evolving contexts like new releases.

Option B is incorrect-OCM dimensions (e.g., strategy, leadership) are overarching, not phase-bound; they apply across the lifecycle. Option D is incorrect-Activate phases (Discover, Prepare, etc.) structure the project, not the OCM framework's dimensions. SAP OCM syncs with Activate's rhythm.

"The OCM framework connects to SAP Activate by assigning activity starts to specific phases and allowing some activities to span multiple phases for continuous impact" (SAP OCM Framework, Activate Integration).

NEW QUESTION # 78

What are typical strategies for aligning leadership in an SAP cloud project? Note: There are 3 correct answers to this question.

- A. Reduce the bonus pay-out for resistant business leaders to foster a more positive attitude and change supportive behavior
- B. **Involve business leaders actively in key communication activities, such as roadshows, townhalls, or testimonials to enhance their visibility**
- C. Offer opportunities for leaders to openly address issues and concerns, for example Q&A sessions with the project managers
- D. Align the business goals and incentives with the project objectives for business leaders to avoid goal conflicts
- E. **Involve business leaders in workshops to identify change impacts and to derive activities to allow a smooth transition**

Answer: B,C,E

NEW QUESTION # 79

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