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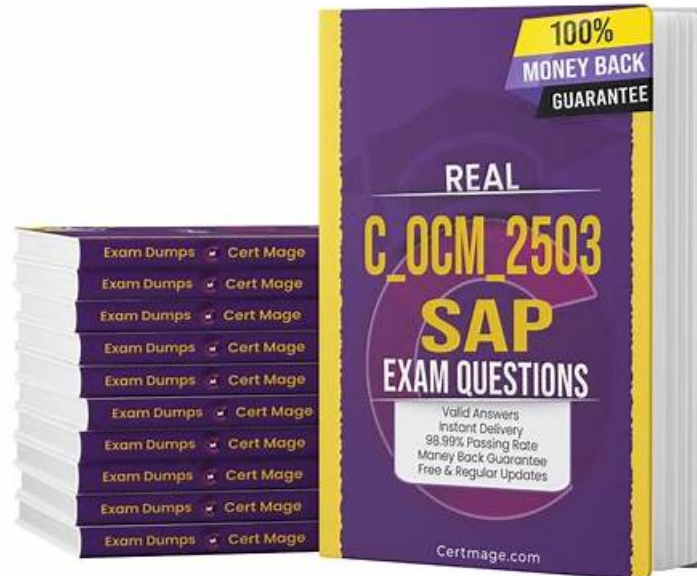
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## SAP C_OCM_2503 Exam Syllabus Topics:

| Topic | Details |
|---|---|
| Topic 1 | • Change Realization: This section of the exam measures the skills of a Transformation Consultant and includes the practical execution of change initiatives. It covers how change plans are implemented in real-world scenarios, ensuring that the intended benefits are realized and reinforced throughout the organization. |
| Topic 2 | • Change Effectiveness: This section of the exam measures the skills of a Transformation Consultant and evaluates how well the change has been adopted and integrated into the organization. It involves tracking metrics, gathering feedback, and assessing outcomes to continuously improve the change approach. |
| Topic 3 | • Change Strategy: This section of the exam measures the skills of a Change Manager and centers on formulating the right strategy for managing organizational change. It includes defining the direction, scope, and impact of change efforts while ensuring alignment with strategic business objectives. |
| Topic 4 | • Change Leadership: This section of the exam measures the skills of a Transformation Consultant and emphasizes the leadership skills required to champion change. It involves fostering commitment among stakeholders, guiding teams through transformation, and maintaining momentum throughout the change journey. |

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| Topic 5 | • Organizational Change Management Set-up: This section of the exam measures the skills of a Transformation Consultant and addresses the initial planning and structuring of change management activities. It focuses on preparing the organization, setting up governance structures, and identifying roles and responsibilities to drive change successfully. |
| Topic 6 | • Change Communication: This section of the exam measures the skills of a Change Manager and focuses on the communication plans and methods necessary for successful change. It involves designing communication strategies that engage stakeholders, promote transparency, and address concerns during the transition. |

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# SAP Certified Associate - Organizational Change Management Sample Questions (Q52-Q57):

**NEW QUESTION # 52**
What are typical aspects that can keep the change agents motivated to engage in the change network of a cloud project? Note: There are 3 correct answers to this question.

- A. Chance to look behind the scenes of a business transformation
- B. Opportunity to influence the design of the new business processes
- C. Occasion to exchange with peers from different units
- D. Prospect of a skill development regarding project management
- E. Possibility to foster their own visibility within the organization

**Answer: A,C,E**

Explanation:
Change agents in SAP OCM are key employees who support adoption within their units, and motivation is critical to their effectiveness in a cloud project's change network. Option A is correct because fostering visibility-e.g., being recognized by leadership during a townhall-boosts their professional profile, making their role rewarding. Imagine an agent praised for rallying their team; this public acknowledgment drives engagement. Option B is correct as peer exchange across units (e.g., in network meetings) offers collaboration and learning-e.g., a sales agent sharing tips with a finance agent-building a sense of community and value. Option E is correct because looking behind the scenes of a transformation (e.g., understanding why cloud standardization was chosen) satisfies curiosity and gives agents a privileged perspective, enhancing their investment in the project.

Option C is incorrect-designing business processes is typically a task for process owners or consultants during fit-to-standard workshops (Explore phase), not change agents, who focus on communication and support, not process creation. Option D is also incorrect; while skill development (e.g., project management) might occur incidentally, it's not a primary motivator or structured outcome for agents, who are selected for influence, not training. SAP OCM emphasizes intrinsic and social motivators like visibility, connection, and insight to sustain agent enthusiasm, aligning with their role as grassroots advocates.

"Motivate change agents with opportunities for visibility, peer exchange, and insight into the transformation to maintain their active engagement in the change network" (SAP Activate Methodology, Change Network Motivation Strategies).

**NEW QUESTION # 53**
How are users impacted by the implementation of an SAP cloud solution? Note: There are 2 correct answers to this question.

- A. They must prepare for a long implementation process
- B. They must customize the solution according to their specific needs
- C. They must get accustomed to ongoing change
- D. They must adopt the new best-practice processes

**Answer: C,D**

Explanation:
SAP cloud solutions (e.g., S/4HANA Cloud) reshape user experience. Option A is correct-users must adopt best-practice processes (e.g., standardized procurement) over custom legacy ways, a core shift requiring adaptation-e.g., learning a new UI instead of old shortcuts. Option C is correct as ongoing change-e.g., quarterly releases with new features-demands continuous adjustment, unlike static on-premise systems, impacting daily work patterns.
Option B is incorrect-implementation length affects project teams, not users directly; their impact is post-go- live. Option D is incorrect-users don't customize cloud solutions (a technical task); they adapt to pre- configured standards. SAP OCM focuses on process and change adaptation.
"Users are impacted by adopting best-practice processes and adjusting to ongoing changes from cloud solution updates" (SAP Activate, User Impact Overview).

**NEW QUESTION # 54**
What does change enablement mean in the context of SAP cloud implementations?

- A. It refers to all deliverables that support the project team to deliver change management during the cloud implementation
- B. It refers to all activities that upskill the impacted business leaders to handle organizational change management in their areas of responsibility
- C. It refers to all tasks that support the project leadership team to learn how to deal with resistance during the cloud project
- D. It refers to all activities that help people to learn and adopt new SAP systems and processes in their working life

**Answer: D**

Explanation:
Change enablement in SAP cloud implementations focuses on user adoption. Option B is correct because it encompasses all activities-training, workshops, support-that help people (end-users, key users) learn and adopt new SAP systems (e.g., S/4HANA Cloud) and processes (e.g., best practices) in their daily work. This broad definition aligns with SAP OCM's goal of ensuring sustained use post-go-live, addressing both technical skills and behavioral change. For example, enablement might include e-learning on system navigation or process simulations to ease the transition.
Option A is incorrect-supporting leadership to handle resistance is a subset of change leadership, not enablement, which targets users. Option C is incorrect; deliverables (e.g., plans, reports) support OCM broadly, not just enablement, which is action-oriented.
Option D is incorrect-upskilling leaders is leadership development, not user-focused enablement. SAP OCM defines enablement as user-centric preparation.
"Change enablement refers to activities that enable people to learn and adopt new SAP systems and processes, ensuring effective integration into their work" (SAP OCM Framework, Enablement Definition).

**NEW QUESTION # 55**
What are typical sources of information for identifying stakeholder groups? Note: There are 3 correct answers to this question.

- A. The HR department
- B. The project sponsor
- C. Senior managers of impacted business units
- D. The IT department
- E. Employee representative or works council

**Answer: A,B,C**

**NEW QUESTION # 56**
The results of a business readiness test reveal relatively low ratings across all survey topics for one business unit compared to other

units. What is the recommended next step for the change manager to mitigate the risk of low readiness for this unit?

- A. Schedule a short workshop with project management to develop mitigation activities to improve the business readiness for this unit.
- B. Arrange a meeting with the project sponsor, local management, and selected users to discuss the results and develop mitigation activities.
- C. Organize a workshop with project management, local management, and assigned change agents to discuss results and better understand the specific needs.
- D. Set up a call with the assigned change agents to discuss the results and develop mitigation activities to enhance the business readiness.

**Answer: C**

## NEW QUESTION # 57

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