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SAP C_OCM_2503 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">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 2	<ul style="list-style-type: none">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 3	<ul style="list-style-type: none">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	<ul style="list-style-type: none">Organizational Change Management Methodology: This section of the exam measures the skills of a Change Manager and covers the foundational principles and structured approach used in managing organizational change effectively. It highlights the importance of aligning change efforts with business goals while providing a framework for guiding transformation initiatives.
Topic 5	<ul style="list-style-type: none">Change Enablement: This section of the exam measures the skills of a Change Manager and deals with the tools, training, and support systems that empower employees to adopt and sustain the change. It ensures that people are equipped with the right capabilities to thrive in the new environment.
Topic 6	<ul style="list-style-type: none">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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SAP Certified Associate - Organizational Change Management Sample Questions (Q15-Q20):

NEW QUESTION # 15

Why is it important to assess the communication needs of different stakeholder groups? Note: There are 2 correct answers to this question.

- A. Because it helps to tailor-fit the information to be provided.
- B. Because it is a valuable source of information for stakeholder identification.
- C. Because it helps to avoid information deficits and overload.
- D. Because it provides first insights into the change impacts.

Answer: A,C

Explanation:

Assessing communication needs ensures effective messaging in SAP OCM. Option C is correct because it prevents under- or over-communication, maintaining engagement without overwhelming stakeholders. Option D is correct as tailoring information (e.g., by role or impact) increases relevance and adoption. Option A is incorrect-stakeholder identification precedes communication planning, not vice versa. Option B is also incorrect; change impacts are assessed separately, not primarily through communication needs. Extract from SAP OCM Concepts: SAP OCM stresses tailored communication to avoid deficits or overload (SAP OCM Framework, Communication Dimension).

NEW QUESTION # 16

The stakeholder analysis in a cloud project reveals that some individual stakeholders belong to the "supporters" category. Which strategies should you use? Note: There are 2 correct answers to this question.

- A. Assign them project roles to increase their influence on the success of the project
- B. Ask them to exert pressure on the skeptics in their area of responsibility
- C. Involve them in project activities to facilitate design decisions
- D. Use their positive attitude to influence others in their area of responsibility

Answer: A,C

NEW QUESTION # 17

Which advice fosters a successful delivery of change communication activities? Note: There are 2 correct answers to this question.

- A. Go for a good communication mix.
- B. Focus on digital communication channels.
- C. Don't overcommunicate.
- D. Develop a compelling, comprehensive change story.

Answer: A,D

Explanation:

Effective change communication in SAP projects balances reach and clarity. Option A is correct because a mix of channels (e.g., emails, workshops, videos) ensures broad coverage and suits different preferences.

Option D is correct as a compelling change story articulates the "why" and "what" of the project, fostering buy-in. Option B is incorrect-while overcommunication can overwhelm, the advice to "not overcommunicate" lacks specificity and isn't a proactive strategy. Option C is also incorrect; over-reliance on digital channels may exclude non-digital users and isn't universally effective. Extract from SAP OCM Concepts: SAP OCM emphasizes a varied communication approach and a strong narrative to drive

engagement (SAP OCM Framework).

NEW QUESTION # 18

Which advice fosters a successful delivery of change effectiveness activities?

- A. Communicate change effectiveness data openly into the organization.
- B. Only collect "lessons learned" if you expect significant insights.
- **C. Define a suitable mix of user adoption metrics.**
- D. Measure the Return on Investment of change management.

Answer: C

Explanation:

Change effectiveness in SAP OCM assesses impact through metrics. Option B is correct because a mix of metrics (e.g., adoption rates, satisfaction) ensures comprehensive evaluation. Option A is incorrect—open communication may help but isn't specific to effectiveness delivery. Option C is incorrect; lessons learned should be routine, not conditional. Option D is impractical—ROI for OCM is hard to quantify precisely.

Extract from SAP OCM Concepts: SAP Activate recommends diverse metrics for effectiveness (SAP OCM Framework, Effectiveness).

NEW QUESTION # 19

What should you do as a change manager to ensure a good start to change management in an SAP cloud project? Note: There are 3 correct answers to this question.

- **A. Manage expectations towards change management.**
- **B. Identify and assign resources and define responsibilities.**
- C. Collect as many ideas for change management as possible.
- D. Develop a detailed plan for change management.
- **E. Conduct a thorough as-is analysis.**

Answer: A,B,E

Explanation:

A strong start in SAP OCM (typically in the Prepare phase) requires readiness assessment and alignment.

Option B is correct because an as-is analysis (e.g., change culture, capabilities) establishes a baseline. Option D is correct as managing expectations ensures stakeholders understand OCM's scope and limits, preventing misalignment. Option E is correct because identifying resources and roles (e.g., change agents) ensures execution capacity. Option A is incorrect—collecting ideas is unstructured and not a priority early on. Option C is incorrect; a detailed plan evolves later (Explore phase), not at the start.

Extract from SAP OCM Concepts: SAP Activate's Prepare phase emphasizes readiness analysis, expectation management, and resource assignment (SAP OCM Framework).

NEW QUESTION # 20

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