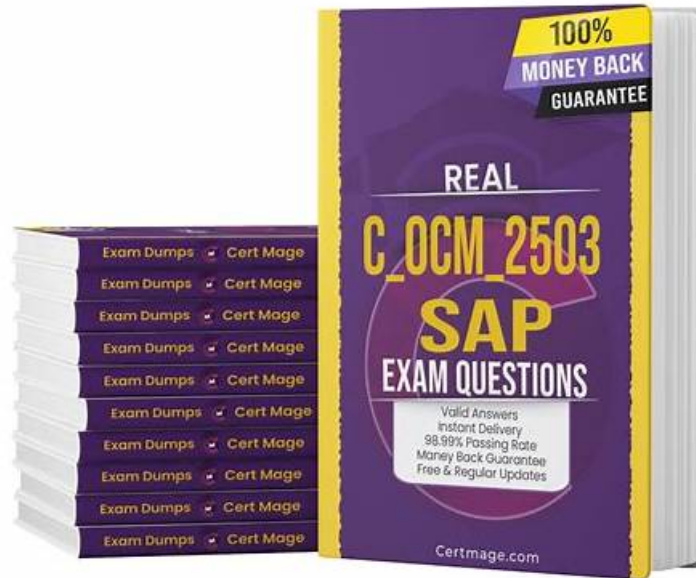


# Valid C\_OCM\_2503 Test Materials & C\_OCM\_2503 Valid Vce



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Success in acquiring the C\_OCM\_2503 is seen to be crucial for your career growth. But preparing for the SAP Certified Associate - Organizational Change Management (C\_OCM\_2503) exam in today's busy routine might be difficult. This is where actual SAP C\_OCM\_2503 Exam Questions offered by ActualTestsQuiz come into play. For those candidates, who want to clear the C\_OCM\_2503 certification exam in a short time, we offer updated and real exam questions.

## SAP C\_OCM\_2503 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 2	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 3	<ul style="list-style-type: none"> <li>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.</li> </ul>
Topic 4	<ul style="list-style-type: none"> <li>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.</li> </ul>

Topic 5	<ul style="list-style-type: none"> <li>• <b>Change Realization:</b> 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.</li> </ul>
Topic 6	<ul style="list-style-type: none"> <li>• <b>Organizational Change Management Set-up:</b> 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.</li> </ul>
Topic 7	<ul style="list-style-type: none"> <li>• <b>Organizational Change Management Methodology:</b> 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.</li> </ul>

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## SAP Certified Associate - Organizational Change Management Sample Questions (Q46-Q51):

### NEW QUESTION # 46

What are typical tasks of a change manager in cloud projects? Note: There are 3 correct answers to this question.

- A. Acting as key speakers in information sessions for the business
- **B. Orchestrating the change management activities**
- **C. Providing expertise for handling people-related challenges**
- D. Advising all leaders how to break resistance within their team
- **E. Supporting the execution of change management activities**

**Answer: B,C,E**

Explanation:

The change manager in SAP cloud projects drives OCM execution. Option A is correct because orchestrating activities (e.g., coordinating communication, training) ensures a cohesive effort, like a conductor aligning an orchestra-e.g., timing stakeholder workshops with project milestones. Option C is correct as providing expertise on people challenges (e.g., resistance, skill gaps) guides the project team, offering solutions like tailored enablement. Option D is correct because supporting execution (e.g., facilitating workshops, reviewing plans) ensures activities succeed, often hands-on with the team.

Option B is incorrect-"advising all leaders" overstates the role; change managers coach key leaders, but breaking resistance is a shared leadership task. Option E is incorrect; while they might speak, key speakers are often sponsors or leaders for authority-change managers focus on planning, not presenting. SAP OCM defines the change manager as a strategic coordinator and expert. "Change managers orchestrate OCM activities, provide people-focused expertise, and support execution to ensure project success" (SAP Activate, Change Manager Role).

### NEW QUESTION # 47

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

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

- E. Non-targets

**Answer: A,B,C**

Explanation:

A change story in SAP OCM communicates the project's purpose and impact. Option A is correct because benefits (e.g., efficiency gains) and investments (e.g., costs) justify the change. Option C is correct as facts and figures (e.g., timeline, scope) provide clarity. Option E is correct because training and enablement are key to adoption, often highlighted in the story. Option B is incorrect- "non-targets" (what's not changing) may be mentioned but isn't typical. Option D is incorrect; risks and issues are managed separately, not in the change story.

Extract from SAP OCM Concepts: The change story includes benefits, facts, and enablement to drive buy-in (SAP OCM Framework, Communication).

#### NEW QUESTION # 48

Which enablement activities are usually performed during the Prepare phase of an SAP project? Note: There are 2 correct answers to this question.

- A. The learning needs analysis for the project team
- B. The learning needs analysis for the business users
- C. The enablement content development
- D. The enablement strategy

**Answer: A,D**

Explanation:

The Prepare phase in SAP Activate sets up enablement foundations. Option A is correct because the learning needs analysis (LNA) for the project team-e.g., assessing if consultants need S/4HANA skills-ensures implementers are ready before design, critical for early success. Option C is correct as the enablement strategy (e.g., "train key users first") defines the approach, aligning with project goals-e.g., planning phased training before go-live.

Option B is incorrect-content development (e.g., tutorials) occurs in Realize, once processes are defined.

Option D is incorrect; business user LNA follows in Explore/Realize, after impacts are clearer-Prepare focuses on the team. SAP OCM prioritizes early team readiness and strategy.

"In Prepare, perform the learning needs analysis for the project team and develop the enablement strategy to establish a strong enablement foundation" (SAP Activate, Prepare Phase Enablement).

#### NEW QUESTION # 49

At the beginning of a large-scale cloud implementation project, the project lead asks the change manager to develop a detailed change plan for all upcoming implementation waves. How should the change manager react? Note: There are 2 correct answers to this question.

- A. Ask the project lead to provide a detailed project plan for all implementation waves as a basis for elaborating the change plan
- B. Explain that early granular planning is often a waste of time and resources, as many factors can still have an impact on the change plan
- C. Refer to the advantages of an agile approach for continuously updating and refining the change plan
- D. Point out that the change plan will only be provided at a very generic level and all refinements will be documented in an open activity list

**Answer: C,D**

#### NEW QUESTION # 50

What is the added value of a high-level change impact analysis? Note: There are 3 correct answers to this question.

- A. It reveals key project risks that can be integrated into the project's risk management at an early stage.
- B. It provides an initial systematic overview of the amount and the nature of the upcoming changes.
- C. It delivers input for communication activities, making the implications of the project more tangible.
- D. It allows the change manager to derive appropriate activities, focusing the resources on key action areas.
- E. It enables the project manager to identify opponents in highly impacted units and adjust the stakeholder analysis

accordingly.

**Answer: A,C,D**

## NEW QUESTION # 51

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