

SAP C-OCM-2503試験解説 & C-OCM-2503復習資料



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もしあなたはまだ合格のためにSAP C-OCM-2503に大量の貴重な時間とエネルギーをかかって一生懸命準備し、SAP C-OCM-2503「SAP Certified Associate - Organizational Change Management」認証試験に合格するの近道が分からなくて、今はJpexamが有効なSAP C-OCM-2503認定試験の合格の方法を提供して、君は半分の労力で倍の成果を取るの与えています。

JpexamはSAPのC-OCM-2503認定試験にたいして短期で有効なウェブサイトでC-OCM-2503認定試験に合格するのを保証したり、SAP認証試験に合格しなければ全額で返金いたします。あなたはJpexamが提供したC-OCM-2503の認証試験の問題集を購入するの前にインターネットで無料な試用版をダウンロードしてください。

>> SAP C-OCM-2503試験解説 <<

SAP C-OCM-2503復習資料 & C-OCM-2503最新問題

我々は販売者とお客様の間の信頼が重要でもらい難いのを知っています。我々はSAPのC-OCM-2503ソフトであなたに専門と高効率を示して、最全面的な問題集と詳しい分析であなたに助けてSAPのC-OCM-2503試験に合格して、最高のサービスであなたの信頼を得ています。あなたが試験に合格するのは我々への一番よい評価です。

SAP Certified Associate - Organizational Change Management 認定 C-OCM-2503 試験問題 (Q70-Q75):

質問 # 70

Why is it important to develop an enablement strategy for an SAP cloud project? Note: There are 3 correct answers to this question.

- A. It ensures the definition of the role-based course catalog for the project
- **B. It provides a clear direction for all enablement activities**
- **C. It helps to prepare all enablement related activities in a timely manner**
- **D. It serves as baseline to deliver enablement on time, to budget, and to quality**
- E. It supports the timely assignment of suitable trainers to enablement courses

正解: B、C、D

解説:

An enablement strategy in SAP OCM (Prepare/Explore) ensures users are ready for the cloud system. Option A is correct because it prepares activities (e.g., training schedules) timely-e.g., planning sessions before Realize avoids last-minute rushes. Option B is correct as it baselines delivery-on time (before go-live), to budget (resource allocation), and to quality (effective materials)-e.g., ensuring training meets adoption goals. Option D is correct because it directs activities (e.g., "focus on key users first"), aligning

efforts with project needs.

Option C is incorrect—a course catalog is an output, not the strategy's purpose. Option E is incorrect; trainer assignment is logistical, not a core strategic benefit. SAP OCM uses the strategy for planning and execution clarity.

"An enablement strategy ensures timely preparation, provides a delivery baseline, and directs all enablement activities for user readiness" (SAP Activate, Enablement Strategy Importance).

質問 # 71

During a change network kick-off meeting, a change agent openly reports that he has been nominated by his manager against his will. How should the change manager react in this situation?

- A. Clarify the issue with him bilaterally after the change network meeting
- B. Ask the change agent to find a substitute within his unit
- C. Try to convince the change agent to take over the role anyway
- D. Request the change agent to leave the kick-off meeting

正解: A

解説:

A reluctant change agent at a kick-off meeting poses a challenge, and the change manager must respond constructively. Option B is correct because a bilateral discussion post-meeting—e.g., asking "What's your concern?"—allows the change manager to understand the reluctance (e.g., workload, disinterest) privately, avoiding public confrontation and tailoring a solution (e.g., support, reassignment). This respects the agent's feelings while maintaining network morale.

Option A is incorrect—asking for a substitute shifts responsibility to the agent, potentially alienating him and disrupting the meeting.

Option C is incorrect; convincing him on the spot risks resistance or resentment, undermining his effectiveness. Option D is incorrect—ejecting him is harsh, damages trust, and weakens the network's start. SAP OCM favors discreet, empathetic handling of such issues.

"Address a reluctant change agent's concerns bilaterally after the meeting to resolve issues constructively and preserve network cohesion" (SAP Activate, Change Network Management).

質問 # 72

Which skills and expertise should a change manager bring along to professionally support cloud projects?

Note: There are 3 correct answers to this question.

- A. Excellent soft skills, such as being a good communicator, team player, and networker
- B. In-depth know-how of the best practice processes implemented with the cloud solution
- C. Broad technical expertise regarding the implemented cloud solution
- D. Comprehensive knowledge of the relevant change management concepts and tools
- E. Relevant methodological skills, such as facilitation, mediation, or problem-solving skills

正解: A、D、E

解説:

A change manager in SAP cloud projects needs people and process expertise. Option A is correct because soft skills (communication, teamwork, networking) are essential for engaging stakeholders and building trust.

Option D is correct as comprehensive knowledge of OCM concepts (e.g., SAP Activate tools) ensures professional execution.

Option E is correct because methodological skills (facilitation, mediation, problem-solving) enable effective workshops, conflict resolution, and planning.

Option B is incorrect—technical expertise is for IT roles; change managers focus on people, not system details. Option C is incorrect; process know-how is valuable but belongs to process owners or consultants, not the change manager's core skill set. SAP OCM prioritizes interpersonal and methodological competencies.

"Change managers require soft skills (communication, networking), OCM knowledge, and methodological skills (facilitation, problem-solving) to lead cloud projects effectively" (SAP Activate, Change Manager Competencies).

質問 # 73

Which communication assets are usually developed at an early stage of an SAP cloud project? Note: There are 2 correct answers to this question.

- A. An FAQ list describing the key change impacts for different user groups
- **B. A glossary explaining typical SAP and business terms used in the cloud context**
- C. A cheat sheet giving hands-on advice about how to use the new cloud system
- **D. A modular overview presentation providing generic project information**

正解: B、D

解説:

Early-stage communication assets in SAP OCM (Prepare/Explore phases) aim to build awareness and understanding. Option B is correct because a modular overview presentation (e.g., slides on project goals, timeline, benefits) provides generic, reusable information for initial stakeholder briefings, such as kick-off meetings. Its modularity allows customization for different audiences (e.g., executives vs. users). Option C is correct as a glossary of SAP terms (e.g., "fit-to-standard," "S/4HANA") and business jargon clarifies terminology, reducing confusion in a cloud context where new concepts abound.

Option A is incorrect-an FAQ on change impacts requires detailed CIA insights, which come later (Explore/Realize). Option D is incorrect; a cheat sheet with system usage tips is an enablement tool developed closer to go-live (Realize/Deploy), not early on. SAP OCM prioritizes foundational assets to set the stage for later specifics.

"Early communication assets include a modular project overview presentation and a glossary of SAP and business terms to establish clarity and awareness" (SAP Activate, Early Communication Deliverables).

質問 # 74

What should a change manager make clear to avoid being held responsible for handling all people-related issues within the cloud project? Note: There are 3 correct answers to this question.

- **A. Change management is a long-distance endeavor, requiring a continuous joint effort throughout the project**
- B. Change management is a project management task, requiring the project lead to apply tools and templates provided by the change manager
- C. Change management is a checkbox approach, requiring all stakeholders to strictly follow predefined procedures
- **D. Change management is a core leadership task, requiring the active involvement and support of the business**
- **E. Change management is a team sport, requiring the commitment and engagement of the entire project team**

正解: A、D、E

解説:

The change manager in SAP OCM must set boundaries to avoid being the sole "people fixer." Option A is correct-describing OCM as a "long-distance endeavor" with joint effort clarifies it's an ongoing, collective process (e.g., spanning Prepare to Run), not a solo fix-it role. For instance, adoption issues in Run require sustained teamwork, not just the change manager's intervention. Option B is correct because calling it a "team sport" emphasizes that the project team-PM, IT, business-shares responsibility (e.g., PM schedules, IT supports, OCM guides), preventing the change manager from being overburdened. Option D is correct as framing OCM as a "core leadership task" highlights that business leaders must drive buy-in (e.g., a VP addressing resistance), not just delegate to the change manager.

Option C is incorrect-OCM isn't a project management task; it's a distinct discipline collaborating with PM, not subsumed under it. Option E is incorrect; a "checkbox approach" misrepresents OCM's dynamic, adaptive nature-strict procedures don't fit SAP's agile methodology. SAP OCM stresses shared ownership to manage expectations.

"Clarify that change management is a continuous, team-based effort requiring leadership support, not a solitary or rigid task, to define its scope accurately" (SAP OCM Framework, Change Manager Role Clarification).

質問 # 75

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C-OCM-2503復習資料: https://www.jpexam.com/C-OCM-2503_exam.html

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