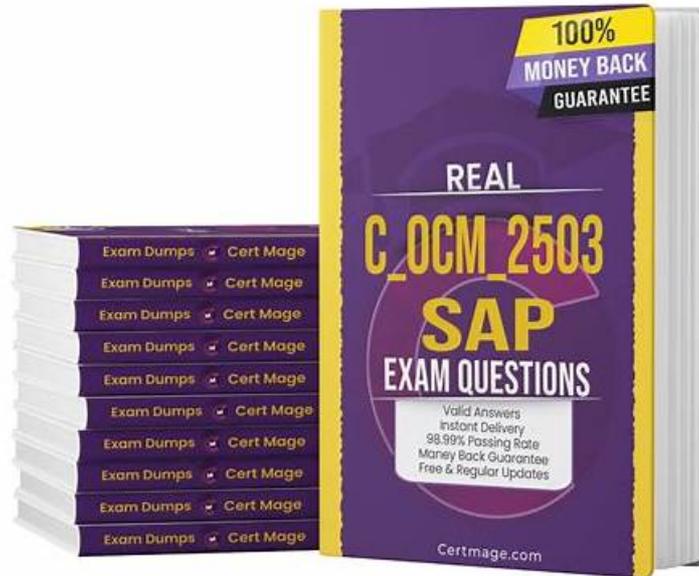# Latest SAP C-OCM-2503 Test Materials & Valid C-OCM-2503 Torrent

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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 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 3	• 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.
Topic 4	• 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.

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SAP Certified Associate - Organizational Change Management Sample Questions (Q70-Q75):

NEW QUESTION # 70
What should a change manager keep in mind when designing the process for capturing lessons learned? Note:
There are 3 correct answers to this question.

- A. Clear rules of engagement, such as "avoid finger-pointing," facilitate the process
- B. A predefined structure and scope of topics help to cover all relevant aspects
- C. The focus on topics that didn't go well saves time during the workshop
- D. A workshop setting is the best way to capture lessons learned
- E. The results of the lessons learned activity should be treated confidentially

Answer: A,B,E

NEW QUESTION # 71
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 cross-topic
- B. As a separate project
- C. As a staff unit
- D. As part of the functional sub-projects
- E. As a subproject

Answer: A,B,E

NEW QUESTION # 72
Which aspects are usually documented in a communication channel analysis? Note: There are 3 correct answers to this question.

- A. Frequency of use and owner of the channel
- B. Stakeholders or stakeholder groups targeted by the channel
- C. Name and short description of the channel
- D. Estimated costs per change communication activity via the channel
- E. Degree of standardization required for the channel

Answer: A,B,C

Explanation:
A communication channel analysis in SAP OCM evaluates how channels support change communication.
Option C is correct because naming and describing each channel (e.g., "intranet - company news portal") clarifies its purpose and reach. Option D is correct as frequency of use (e.g., weekly updates) and ownership (e.g., HR team) define operational details and accountability. Option E is correct because identifying target stakeholders (e.g., key users, managers) ensures messages align with

audience needs.

Option A is incorrect-"degree of standardization" is vague and not a standard aspect; channels are assessed for effectiveness, not uniformity. Option B is incorrect; while costs might be considered, they're not typically documented per activity in this analysis-budgeting is separate. SAP OCM uses this analysis to optimize communication delivery.

"A communication channel analysis documents channel names and descriptions, frequency and ownership, and targeted stakeholder groups to ensure effective messaging" (SAP OCM Framework,Communication Planning).

NEW QUESTION # 73

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 provides first insights into the change impacts.
- D. Because it helps to avoid information deficits and overload.

Answer: A,D

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 # 74

What should a change manager keep in mind when designing the process for capturing lessons learned? Note: There are 3 correct answers to this question.

- A. The results of the lessons learned activity should be treated confidentially
- B. Clear rules of engagement, such as "avoid finger-pointing," facilitate the process
- C. A predefined structure and scope of topics help to cover all relevant aspects
- D. The focus on topics that didn't go well saves time during the workshop
- E. A workshop setting is the best way to capture lessons learned

Answer: B,C

Explanation:

Capturing lessons learned in SAP OCM (typically Run phase) improves future projects, and the process design is key. Option B is correct because a predefined structure (e.g., categories like planning, execution, adoption) and scope (e.g., OCM-specific issues) ensure all aspects-successes and failures-are covered systematically. Without this, discussions might miss critical insights, like overlooked stakeholder engagement flaws. Option E is correct as clear rules (e.g., "no blame") create a safe environment, encouraging honest input-e.g., a team member might hesitate to admit a communication delay if fearing criticism, stunting learning. Option A is incorrect-confidentiality may limit sharing valuable lessons with the organization, contradicting SAP's goal of building capability; transparency (with discretion) is preferred. Option C is incorrect; focusing only on negatives ignores successes (e.g., effective training), skewing the process and wasting potential insights, not saving time. Option D is incorrect-a workshop isn't always best; surveys or interviews might suit smaller teams or remote setups. SAP OCM advocates flexibility and constructive design. "Design lessons learned with a structured scope and clear rules like 'avoid finger-pointing' to ensure comprehensive and open feedback" (SAP Activate, Lessons Learned Process).

NEW QUESTION # 75

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