

C_OCM_2503최신업데이트 시험덤프문제 - C_OCM_2503덤프내용

New-2025! SAP C_OCM_2503 Exam Dump with Accurate C_OCM_2503 Questions - Updated Version

IT Certification Questions
Mar 27



참고: ExamPassdump에서 Google Drive로 공유하는 무료 2026 SAP C_OCM_2503 시험 문제집이 있습니다:
https://drive.google.com/open?id=1wRm0YeyE_0qOF62mTJ7wtRznw8WRa8Up

SAP인증 C_OCM_2503시험을 준비하기 위해 잠도 설쳐가면서 많이 힘들죠? ExamPassdump덤프가 고객님의 결을
지켜드립니다. ExamPassdump에서 제공해드리는 SAP인증 C_OCM_2503덤프는 실제 SAP인증 C_OCM_2503 시험문
제를 연구하여 만든 공부자료이기에 최고의 품질을 자랑합니다. ExamPassdump 덤프를 열심히 공부하여 멋진 IT전
문가의 꿈을 이루세요.

SAP C_OCM_2503 시험요강:

주제	소개
주제 1	<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.
주제 2	<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.
주제 3	<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.
주제 4	<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.

>> C_OCM_2503최신 업데이트 시험덤프문제 <<

C_OCM_2503 최신버전 dumps: SAP Certified Associate - Organizational Change Management & C_OCM_2503 덤프데모

SAP C_OCM_2503 시험탈락 시 SAP C_OCM_2503 덤프비용전액을 환불해드릴만큼 저희 덤프자료에 자신이 있습니다. ExamPassdump에서는 SAP C_OCM_2503 덤프를 항상 최신버전이도록 보장해드리고 싶지만 SAP C_OCM_2503 시험문제변경시점을 예측할수 없어 시험에서 불합격받을수도 간혹 있습니다. 하지만 시험에서 떨어지면 덤프비용

을 전액 환불해드려 고객님의 이익을 보장해드립니다.

최신 SAP Certified Associate C_OCM_2503 무료샘플문제 (Q57-Q62):

질문 # 57

Which follow-up activities derived from a detailed change impact analysis are usually taken over by change management?

- A. Develop personas for the communication of the change impact and create communication assets
- B. Define new roles and responsibilities and adapt organizational policies and procedures
- C. Identify resource constraints within impacted business units and develop mitigation activities
- D. Design the future operating model for impacted business units and plan the implementation

정답: A

설명:

A detailed change impact analysis (CIA), conducted in the SAP Activate Explore or Realize phase, identifies specific changes across processes, technology, organization, and people, leading to follow-up activities.

Option C is correct because change management typically takes over developing personas (e.g., "Finance Clerk Sarah") to tailor communication about impacts (e.g., how new processes affect her day) and creating assets (e.g., newsletters, videos) to convey these messages effectively. This aligns with SAP OCM's focus on translating CIA findings into stakeholder engagement strategies. For instance, if the CIA shows a process change in accounts payable, change management might craft a persona-based FAQ to address user concerns, ensuring adoption through relatable messaging.

Option A is incorrect-defining roles/responsibilities and adapting policies (e.g., job descriptions, compliance rules) is typically an HR or organizational design task, often led by business leaders or project management, not change management, which focuses on people readiness, not structural redesign. Option B is incorrect; identifying resource constraints (e.g., staff shortages) and mitigation (e.g., hiring plans) falls under project management or business unit leadership, as it's operational rather than OCM-specific. Option D is incorrect- designing the future operating model (e.g., org charts, workflows) and planning its rollout is a strategic task for business architects or consultants, not change management, which supports rather than owns this process.

SAP OCM positions change management as the driver of communication and enablement post-CIA, not structural or resource adjustments.

"Change management takes on follow-up activities from a detailed CIA, such as developing personas and communication assets, to ensure stakeholders understand and adopt identified changes" (SAP Activate Methodology, OCM Workstream, Post-CIA Responsibilities).

질문 # 58

Which approach is suitable for conducting a communication needs analysis?

- A. Interviewing selected business users to explore their individual communication needs, because aggregating this data reveals important insights
- B. Approaching managers or dedicated experts, because it is efficient and avoids unrealistic expectations
- C. Setting up the analysis as a project activity, because it allows fast execution and fosters team spirit
- D. Conducting workshops in all impacted business units, because it gives the employees the feeling of being heard

정답: A

설명:

A communication needs analysis in SAP OCM identifies what information stakeholders require, when, and how. Option B is correct because interviewing selected business users (e.g., key users from different units) allows the change manager to explore individual needs-such as preferred channels (email vs. meetings) or content (updates vs. training)-and aggregate these into a comprehensive plan. For instance, a finance user might need detailed process updates, while a warehouse user wants quick system tips. This targeted, qualitative approach uncovers nuances that broad methods miss, ensuring tailored communication that drives adoption. Option A is incorrect-relying only on managers/experts is efficient but risks missing end-user perspectives, leading to top-down assumptions and unmet needs. Option C is vague; "project activity" isn't a method, and speed/team spirit aren't primary goals-accuracy is. Option D is impractical-workshops across all units are resource-intensive and may raise expectations without delivering actionable insights, diluting focus. SAP OCM favors user-centric, data-driven methods like interviews for communication planning. "Conduct a communication needs analysis by interviewing selected business users to gather and aggregate insights, ensuring messages meet specific stakeholder requirements" (SAP OCM Framework, Communication Needs Analysis).

질문 # 59

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

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

정답: B,D,E

설명:

A high-level change impact analysis (CIA) is conducted early in an SAP project (typically in the Prepare or Explore phase of SAP Activate) to assess the scope and scale of changes. Option A is correct because identifying risks (e.g., resistance or resource gaps) early allows integration into the project's risk management strategy. Option B is correct as it provides a broad overview of change impacts across business units, processes, and people, setting the stage for detailed analysis later. Option D is correct because it helps the change manager focus efforts on high-impact areas, such as training or communication for affected groups.

Option C is incorrect-while it may indirectly highlight resistance, identifying opponents is a function of stakeholder analysis, not the CIA's primary purpose. Option E is also incorrect; communication inputs are derived from the CIA but are not its core added value-tangible implications are a byproduct, not the focus.

Extract from SAP OCM Concepts: The high-level CIA aligns with SAP Activate's Prepare phase, providing a foundation for risk mitigation and resource allocation (SAP Activate, OCM Framework).

질문 # 60

The project lead initiates a series of info sessions in some teams as a reaction to resistance towards the upcoming implementation of a new cloud solution. Unfortunately, these info sessions do not reduce the level of resistance. What is the probable root cause?

- A. Lacking involvement of the change manager in the planning and conduction of the info sessions
- B. Lacking analysis of the underlying reasons for resistance towards the new cloud solution
- C. Lacking commitment of the top management regarding the info sessions
- D. Lacking options for the users to raise questions during the info sessions

정답: B

설명:

Resistance in SAP cloud projects (e.g., to S/4HANA standardization) often persists if root causes aren't addressed, and info sessions alone may fail. Option B is correct because without analyzing why users resist- e.g., fear of losing control (cloud hosting), process mismatch (standardization), or skill gaps (new UI)- sessions become generic, missing the mark. For instance, if resistance stems from data security concerns, a session on "project benefits" won't help without tackling that fear directly; analysis (e.g., via surveys) could reveal this, enabling targeted messaging.

Option A is incorrect-while Q&A options improve engagement, their absence doesn't inherently sustain resistance; content relevance does. Option C is incorrect; the change manager's involvement enhances execution, but the project lead can run sessions-lack of analysis, not personnel, is key. Option D is incorrect-top management commitment boosts credibility, but resistance persists if underlying issues remain unaddressed. SAP OCM stresses understanding resistance drivers for effective intervention.

"Resistance persists without analyzing its root causes; info sessions must address specific concerns identified through stakeholder feedback to be effective" (SAP OCM Framework, Resistance Management).

질문 # 61

What are typical agenda topics for a change network kick-off meeting? Note: There are 2 correct answers to this question.

- A. Input of the project manager on experiences with change networks in previous projects
- B. Input of the change manager on the change network approach and the change agent role
- C. Input of the subproject managers on challenges and hurdles in their respective area of responsibility
- D. Input of the project sponsor on the importance of the project for the company

정답: B,D

설명:

A change network kick-off meeting in SAP OCM launches the change agent network. Option C is correct because the change manager outlines the approach and agent roles, setting expectations. Option D is correct as the sponsor's input underscores the project's strategic value, motivating agents. Option A is incorrect- subproject managers focus on technical areas, not the change network. Option B is also incorrect; past experiences may inform planning but aren't a typical agenda item for agents. The focus is on role clarity and project significance.

"The change network kick-off includes the change manager defining roles and the sponsor reinforcing project importance to align and motivate agents" (SAP Activate, Change Network Setup).

질문 #62

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ExamPassdump에서 출시한 SAP인증 C_OCM_2503 덤프는 SAP인증 C_OCM_2503 실제 시험의 출제 범위와 출제 유형을 대비하여 제작된 최신 버전 덤프입니다. 시험 문제가 바뀌면 제일 빠른 시일내에 덤프를 업데이트하도록 최선을 다하고 있으며 1년 무료 업데이트 서비스를 제공해드립니다. 1년 무료 업데이트 서비스를 제공해드리기에 시험 시간을 늦추어도 시험 성적에 아무런 페를 끼치지 않습니다. ExamPassdump에 믿음을 느낄 수 있도록 구매 사이트마다 무료 샘플 다운 가능 기능을 설치하였습니다. 무료 샘플을 체험해보시고 ExamPassdump를 선택해주세요.

C_OCM_2503덤프 내용 : https://www.exampassdump.com/C_OCM_2503_valid-braindumps.html

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