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SAP C_OCM_2503 SAP Certified Associate - Organizational Change Management

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SAP Certified Associate - Organizational Change Management Sample Questions (Q21-Q26):

NEW QUESTION # 21

What does change enablement mean in the context of SAP cloud implementations?

- A. It refers to all activities that help people to learn and adopt new SAP systems and processes in their working life
- B. It refers to all tasks that support the project leadership team to learn how to deal with resistance during the cloud project
- C. It refers to all deliverables that support the project team to deliver change management during the cloud implementation
- D. It refers to all activities that upskill the impacted business leaders to handle organizational change management in their areas of responsibility

Answer: A

Explanation:

Change enablement in SAP cloud implementations focuses on user adoption. Option B is correct because it encompasses all activities-training, workshops, support-that help people (end-users, key users) learn and adopt new SAP systems (e.g., S/4HANA Cloud) and processes (e.g., best practices) in their daily work. This broad definition aligns with SAP OCM's goal of ensuring sustained use post-go-live, addressing both technical skills and behavioral change. For example, enablement might include e-learning on system navigation or process simulations to ease the transition.

Option A is incorrect-supporting leadership to handle resistance is a subset of change leadership, not enablement, which targets users. Option C is incorrect; deliverables (e.g., plans, reports) support OCM broadly, not just enablement, which is action-oriented. Option D is incorrect-upskilling leaders is leadership development, not user-focused enablement. SAP OCM defines enablement as user-centric preparation.

"Change enablement refers to activities that enable people to learn and adopt new SAP systems and processes, ensuring effective integration into their work" (SAP OCM Framework, Enablement Definition).

NEW QUESTION # 22

The project leadership team agreed on the pulse check objectives, focus topics, target groups, and guiding principles. What are the next steps that must be executed to set up a pulse check? Note: There are 2 correct answers to this question.

- A. Inform the steering committee about the time schedule for the pulse check
- B. Plan the survey waves for the remaining project duration
- C. Involve employee representatives if required due to legal regulations
- D. Develop the questions and prepare the questionnaire in a survey platform

Answer: B,D

NEW QUESTION # 23

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

Answer: A,B,E

Explanation:

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).

NEW QUESTION # 24

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

Answer: C,D,E

NEW QUESTION # 25

What are characteristics of suitable interview partners for a change assessment? Note: There are 2 correct answers to this question.

- A. They should know the company well to answer questions based on experience of previous changes
- B. They should already have a good overview of the cloud project, its strategic goals, and the possible impacts
- C. They should be on an employee level, because they can act as representatives of this large stakeholder group
- D. They should have previous experience with change management to provide advice regarding appropriate activities

Answer: A,B

Explanation:

Change assessment interviews in SAP OCM (Prepare phase) require informed respondents. Option C is correct because partners with an overview of the project-its goals (e.g., cost reduction) and impacts (e.g., process shifts)-can provide strategic insights, often leaders or key users briefed early. Option D is correct as company knowledge (e.g., past change successes/failures) enables contextual answers, grounding feedback in organizational reality-e.g., "We struggled with training last time." Option A is incorrect-employee-level staff may represent users but often lack the broad perspective needed; key users suffice. Option B is incorrect; OCM experience is helpful but not required-interviewees provide data, not advice. SAP OCM seeks knowledgeable, experienced voices.

"Suitable interview partners have project overview and company experience to offer informed insights for the change assessment" (SAP OCM Framework, Interview Partner Selection).

NEW QUESTION # 26

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