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Suchen Sie nach die geeignetsten Prüfungsunterlagen der SAP C_OCM_2503? Sorgen Sie noch um das Ordnen der Unterlagen? ZertSoft als ein professioneller Lieferant der Software der IT-Zertifizierungsprüfung haben Ihnen die umfassendsten Unterlagen der SAP C_OCM_2503 vorbereitet. Jetzt können Sie Zeit fürs Suchen gespart und direkt auf die SAP C_OCM_2503 Prüfung vorbereiten!

SAP C_OCM_2503 Prüfungsplan:

Thema	Einzelheiten
Thema 1	• 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.
Thema 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.
Thema 3	• 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.
Thema 4	• 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.

Thema 5	• 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.
Thema 6	• 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.

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C_OCM_2503 Übungsmaterialien - C_OCM_2503 Lernressourcen & C_OCM_2503 Prüfungsfragen

ZertSoft bieten Ihnen eine klare und ausgezeichnete Wahl und hilft Ihnen, Ihre Sorgen zu reduzieren. Möchten Sie einen frühen Erfolg? Möchten Sie SAP C_OCM_2503 Zertifikat schnell zu erhalten? Beeilen Sie sich, SAP C_OCM_2503 Prüfungsunterlagen von ZertSoft in Ihren Einkaufswagen hinzuzufügen. ZertSoft gibt Ihnen eine gute Anleitung, um sicherzustellen, dass Sie die SAP C_OCM_2503 Prüfung bestehen können. Mit ZertSoft können Sie ganz schnell das gewünschte Zertifikat bekommen.

SAP Certified Associate - Organizational Change Management C_OCM_2503 Prüfungsfragen mit Lösungen (Q15-Q20):

15. Frage

How is the cooperation between project management and change management during a cloud implementation organized?

- A. Project management focuses on the project tasks, change management on the cooperation within the project team.
- **B. Project management focuses on the hard factors, change management on the soft factors.**
- C. Project management focuses on the objectives of the project, change management on the vision of the project.
- D. Project management focuses on the organizational level, change management on the individual and group level.

Antwort: B

Begründung:

In SAP Activate, project management (PM) and change management (CM) have distinct roles. Option D is correct-PM handles "hard factors" (e.g., timelines, budgets), while CM addresses "soft factors" (e.g., people, adoption). Option A is incorrect-CM doesn't manage team cooperation. Option B is misleading; both levels overlap. Option C is incorrect-PM and CM share objectives and vision. This division ensures technical and human aspects are covered.

"Project management drives hard factors like schedule and scope, while change management focuses on soft factors like adoption and resistance" (SAP Activate, PM and CM Collaboration).

16. Frage

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. 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
- **C. 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**
- **D. Refer to the advantages of an agile approach for continuously updating and refining the change plan**

Antwort: C,D

Begründung:

At a project's start (Prepare phase), a detailed change plan for all waves is premature due to evolving variables in a large-scale SAP cloud implementation. Option A is correct because an agile approach-where the plan starts high-level and is iteratively refined (e.g., after each wave's lessons learned)-aligns with SAP Activate's flexibility. For example, initial resistance might shift priorities, requiring adjustments; agility accommodates this. Option D is correct as early granular planning wastes effort-e.g., scheduling training for Wave 3 before Wave 1's scope is clear is risky when requirements, timelines, or resources might change. This reflects SAP's pragmatic stance on planning amidst uncertainty.

Option B is incorrect-offering only a generic plan with an "open activity list" dismisses the project lead's request without constructive dialogue, undermining collaboration. Option C is incorrect; demanding a detailed project plan shifts responsibility unrealistically-OCM aligns with the project, not vice versa, and early details are often unavailable. The change manager should educate and adapt, not deflect or overpromise. SAP OCM balances responsiveness with realism.

"Respond to early detailed plan requests by advocating an agile, iterative approach and noting that granular planning is inefficient due to early-stage uncertainties" (SAP Activate, Change Plan Development Guidelines).

17. Frage

How would you describe the different dimensions of SAP's organizational change management framework?

Note: There are 3 correct answers to this question.

- A. Change strategy covers activities to set up change management properly.
- B. Change realization includes activities to realize the business benefits associated with the cloud implementation.
- C. Change effectiveness contains activities that can be applied to evaluate the impact of change management interventions.
- D. Change communication encompasses activities to provide relevant project information to the different stakeholder groups at the right time.
- E. Change leadership involves activities to enable all management levels to handle the cloud implementation and deal with resistance.

Antwort: A,B,E

18. Frage

In SAP Activate Run phase the new system is monitored, maintained, and optimized to ensure it runs smoothly and efficiently. Which change management activity can only be realized in the Run phase of the cloud implementation?

- A. Conduction of a pulse check
- B. Mapping of SAP roles to employees
- C. Measurement of actual user adoption metrics
- D. Development of the user adoption strategy

Antwort: C

Begründung:

The Run phase in SAP Activate focuses on post-go-live operations and adoption. Option C is correct because measuring actual user adoption metrics (e.g., system usage, satisfaction) can only occur after go-live, when users interact with the live system. This distinguishes it from planning or predictive activities. Option A is incorrect-role mapping occurs in Realize, before go-live. Option B is incorrect; the adoption strategy is developed earlier (Prepare/Explore). Option D is incorrect-a pulse check (quick survey) can happen in any phase, not just Run. SAP OCM ties actual metrics to live system use.

"In the Run phase, change management measures actual user adoption metrics to assess post-go-live success, an activity unique to this stage" (SAP Activate, Run Phase OCM Activities).

19. Frage

The results of a business readiness test reveal relatively low ratings across all survey topics for one business unit compared to other units. What is the recommended next step for the change manager to mitigate the risk of low readiness for this unit?

- A. Schedule a short workshop with project management to develop mitigation activities to improve the business readiness for this unit.
- B. Set up a call with the assigned change agents to discuss the results and develop mitigation activities to enhance the business readiness.
- C. Organize a workshop with project management, local management, and assigned change agents to discuss results and

- D. Arrange a meeting with the project sponsor, local management, and selected users to discuss the results and develop mitigation activities.

20. Frage

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