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Assignment 8.2

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The Risks Associated with Change Approval Procedures

Organizational governance relies heavily on change approval procedures to make sure that changes to projects, policies, or systems are properly assessed and approved. However, these procedures can pose serious hazards that impair organizational agility, efficiency, and morale if they are excessively inflexible or poorly managed. Using case studies and industry expert perspectives, this study investigates the possible risks related to change approval procedures.

1. Project disruption and delays in decision-making

Delays in decision-making are among the most direct dangers of onerous change approval procedures. Projects may encounter major delays if permits are centralized or call for several levels of authorization. In addition to prolonging project schedules, these delays may result in higher expenses and lost business prospects. For example, Smart Approve emphasizes how change request approval delays can impede project progress, resulting in missed deadlines and higher expenses because more resources must be allocated.

2. Misalignment of Resources and Scope Creep

The project's goals may grow beyond the original plan as a result of scope creep, which can be caused by frequent or poorly considered change requests. Teams may be asked to handle more work without matching increases in time or budget, which not only weakens the project's focus but also puts a pressure on available resources. Regular change requests can result in unchecked project scope expansion, which weakens focus and resources, according to Smart Approve.

3. Bureaucratic Overload and Instruction Creep

In an effort to cover every scenario, organizations may amass a large number of rules and procedures over time. Instruction creep is a condition that leads to excessively complicated processes that are frequently misinterpreted, time-consuming, or disregarded. Employees may find it difficult to navigate the complex approval process, which can reduce efficiency and result in non-compliance.

4. Opposition to Cultural Barriers and Change

Changing perception and implementation are significantly influenced by organizational culture. Changing approval procedures may encounter opposition if they are seen as top-down directives with little stakeholder participation. According to Deloitte Insights, resistance and project failure might result from unclear new procedures and misunderstanding over the goal of change.

5. Increased Dedication

The phenomenon known as escalation of commitment occurs when firms continue to engage in unsuccessful projects because of the time and resources previously spent. Strict change approval procedures can make it more difficult to change courses or stop initiatives, even when there is evidence that doing so is the wisest course of action.

6. Communication Failures

Communication that is clear and consistent is essential to effective change management. Complicated approval procedures, however, may cause communication breakdowns that result in miscommunications, hold-ups, and disputes. InvGate emphasizes the necessity of planned communication plans by pointing out that unclear communication can result in misunderstandings, missing deadlines, and confusion.

7. Overworked Teams and Fatigue from Change

Teams may develop change fatigue apathy or resignation toward organizational changes when they are continuously subjected to changes without sufficient support or a clear explanation. This may result in lower production, higher turnover, and lower morale.

8. Inadequate Rubber-Stamping and Supervision

Oversight is supposed to be provided by centralized approval bodies like Change Approval Boards (CABs). These committees could become bottlenecks or rubber-stamp approvals without careful consideration, though, if they are overworked or disengaged from daily operations. According to DORA, depending too much on centralized CABs may result in mistakes and delays because those who are not directly involved in the change may not comprehend its ramifications.

In conclusion

Change approval procedures must be carefully planned and handled, even if they are necessary for control and guaranteeing alignment with corporate goals. Processes that are too complicated or inflexible can pose serious hazards, such as employee disengagement, resource misalignment, and project delays. Companies should aim for a well-rounded strategy that guarantees the required monitoring without impeding creativity or adaptability.

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