Juan Partida

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Assignment: The Dangers of Change Approval Processes

Change approval processes ensure that organizational changes are carefully considered and aligned with strategic goals. According to an article by Change Management Insight, the goal is to maintain control, improve communication, and minimize disruptions. However, these processes can also pose several risks if not managed effectively.

For example, one of the pitfalls of the change approval process can be that a centralized change approval process can slow things down since only a few people have the power to approve or reject changes. This can make things inefficient and unresponsive. Plus, employees can be demoralized if they feel their input is being ignored. On top of that, if every single change has to go through the same approval process, it just gets worse. People end up wasting time on minor changes instead of focusing on the ones that actually need careful attention due to their risk or timing. This can bog down productivity and make it challenging for the organization to adapt quickly.

Another pitfall with the change approval process that an article by Dora gives insight into is that not having a transparent and standardized change approval process can become disorganized and inconsistent. This means that changes might not be handled the same way every time, which can lead to delays and mistakes. When things are disorganized, it causes confusion and makes it harder for teams to work efficiently. Another significant issue is the lack of proper tracking and reporting tools. Without these, it’s tough to see the status of change requests. This lack of visibility can cause even more delays and lead to poor organizational communication. When teams can’t track the progress of their requests, coordinating and prioritizing tasks becomes difficult, slowing down the entire workflow. So, these pitfalls can hinder productivity and efficiency.

Lastly, Effective change approval processes require the involvement of all relevant stakeholders. However, formal approval processes can sometimes overlook the importance of engaging frontline employees and other key stakeholders. This oversight can result in changes misaligned with the needs and expectations of those directly impacted. When stakeholders, especially those on the frontline, are not engaged, they may resist the changes because they feel left out or because the changes do not address their real concerns. This resistance can lead to significant implementation challenges, making it harder to achieve the desired outcomes. Therefore, more stakeholder engagement is needed to maintain the success of change initiatives.

To avoid these issues, organizations should balance careful review with being quick and inclusive. Simplifying the approval process, spreading decision-making, and ensuring everyone involved is heard can help tackle these challenges.

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