Jordany Gonzalez

Professor Sue Sampson

CSD380

February 23, 2025

Module 8.2 Assignment The Dangers of Change Approval Processes

Change approval processes are supposed to make sure that any modifications in an organization get reviewed and approved before they’re put into action. The idea is to protect systems from errors and keep things running smoothly. But sometimes, these processes can cause more problems than they solve. If not handled properly, they can slow progress, waste resources, and block innovation. This paper takes a closer look at the hidden dangers of change approval processes and how companies can avoid these issues.

One of the biggest problems with change approval processes is how they can slow everything down. When every single change has to go through multiple layers of review, it takes longer to get anything done. According to Dora Dev, too much red tape delays the release of valuable features and makes it harder for companies to stay competitive ("Streamlining Change Approval"). These delays can lead to missed opportunities, especially in fast-paced industries where being first really matters.

Another downside is how expensive long approval processes can get. CMW Lab points out that complicated workflows create extra administrative work, which drives up operational costs ("Approval Management: Benefits and Hidden Dangers"). Instead of focusing on their actual jobs, employees end up spending time navigating the approval system. This cuts into productivity and, on top of that, longer project timelines increase expenses, making the whole process more costly than it needs to be.

Complicated approval processes can also make employees less willing to embrace change. When it takes forever to get an idea approved, people might just stop suggesting new solutions altogether. An article on LinkedIn explains that resistance to change often happens when approval processes conflict with personal or company values and goals ("What Are the Risks and Costs of Change Management?"). If change feels like more of a hassle than an opportunity, innovation tends to suffer.

Ironically, making the approval process too strict can actually increase the chances of unauthorized changes. When employees face constant bottlenecks, they might bypass official channels just to get their work done. This defeats the whole purpose of change management, which is to make sure changes are safe and well-planned. Dora Dev highlights how simplifying the approval process can prevent employees from resorting to risky workarounds ("Streamlining Change Approval").

To avoid these challenges, companies should simplify their approval workflows. Cutting out unnecessary steps can speed up the process without compromising quality. Using automation tools can also streamline approvals and keep everything organized. Another smart approach is adopting a risk-based system, where low-risk changes get fast-tracked while more complex ones receive thorough evaluation.

While change approval processes are meant to keep things under control, they can backfire if they’re too slow, complicated, or restrictive. From inefficiency and higher costs to resistance and risky workarounds, the downsides are hard to ignore. The good news is that by simplifying workflows, embracing automation, and encouraging innovation, companies can find the right balance between control and flexibility.

**Works Cited**

"Approval Management: Benefits and Hidden Dangers." *CMW Lab*, www.cmwlab.com/blog/approval-management-benefits-hidden-dangers/.

"Streamlining Change Approval." *Dora Dev*, dora.dev/capabilities/streamlining-change-approval/.

"What Are the Risks and Costs of Change Management?" *LinkedIn*, www.linkedin.com/advice/1/what-risks-costs-change-management-skills-change-management.