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CSD 380

5/4/25

Module 8.2 Assignment

Assignment: The Dangers of Change Approval Processes

The change approval process plays an important role in maintaining an organization stability. The purpose of the process is to mitigate risks and ensure compliance. However, it is not managed correctly it can slow down, create bottlenecks, and make it challenging for teams to adjust to change.

Approval processes are meant to enforce structured change management, it is not handled efficiently it can result in project delays, budget overruns, and resource unavailability. Research shows that organizations with weak change management strategies result in increased resistance from stakeholders. This leads to rework, redundancy, and a decline in employee morale (Prosci, 2024). The poorly managed change approval processes can lead to a decline in employee productivity, frustration, and resistance.

The ineffective change approval processes affect internal operations and influence stakeholder relationships and compliance risks. According to Prosci's findings (2024), businesses that struggle with slow, unclear change approval workflow will often result in decreased customer trust and regulatory compliance violations. When teams lack

communication on approval timelines or face unexpected delays, the organization fails to meet expectations, resulting in dissatisfied stakeholders and financial losses.

One of the main issues in change approval processes is the overreliance on centralized change approval boards (CABs) to find errors that can cause delays. In many cases, applying the same approval process to all changes without considering risk levels can lead to inefficiencies and slow down operations. Approval processes should be tailored to the complexity of individual change requests to improve performance (Dora, 2019). Organizations should invest in continuous testing and agile processes to streamline decision-making.

A structured approach to change requests can mitigate approval inefficiencies. Organizations can enhance their processes by keeping clear, standardized records of change requests and consistently documenting outcomes. When teams have a clear understanding of the approval workflow, they can handle requests more efficiently (Asana, 2025).

While the change approval process plays an important role in maintaining control and security within the organization. However, if not implemented effectively it can delay efficiency. By refining the approval process and prioritizing adaptability, organizations can ensure compliance while also enhancing operational effectiveness.

References

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D. (n.d.). *Streamlining change approval*. DORA. https://dora.dev/capabilities/streamlining-

change-approval/

P. (2024, October 2). *The Real Costs of Poorly Managed Change*. Prosci.

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Research "The Dangers of Change Approval Processes" and write a paper of your findings.