

Change approval processes are procedures used by organizations to review and approve changes before they are implemented. These processes ensure that changes are thoroughly evaluated for potential risks, benefits, and impacts on the organization. They typically involve multiple steps, such as submitting a change request, reviewing the request, assessing its impact, and getting approval from Change Approval Board (or CABs).

Change approval processes are important for keeping things organized and making sure changes are done correctly, but they can have some problems. One big issue is that they can slow down decisions and actions, especially in fast-paced environments because of the CABs. If too many approvals are needed, the process can become inefficient, potentially frustrating employees and lowering productivity and morale. "Failure to address employee concerns and manage stress levels can result in reduced productivity, decreased morale, and even resistance to the change itself," The Knowledge Academy writes.

These processes can also be too rigid, making it hard to adapt to unexpected situations or new opportunities. Urgent changes might get delayed because they have to go through the same lengthy approval process as less important changes, which can cause big problems for the business. As DORA explains, "When all changes are subject to the same approval process, change review is inefficient, and people are unable to devote time and attention to those that require true concentration because of differences in risk profile or timing."

Strict approval processes can stifle innovation. Employees might not suggest new ideas if they think the approval process is too complicated or likely to reject their ideas. Additionally, if the process involves many layers of approval, important information can get lost or misunderstood.

Obtaining approvals can also drain resources, taking time and effort away from other important tasks. If the approval process is not clear or consistent, it can create confusion and reduce its effectiveness. To avoid these problems, organizations should simplify their approval processes, make sure they are flexible, and encourage a balance between control and innovation.

“Capabilities: Streamlining Change Approval.” *DORA*,
dora.dev/capabilities/streamlining-change-approval/.

TheKnowledgeAcademy. “Advantages and Disadvantages of Change Management.”
The Knowledge Academy - Online Certification Training Courses Provider,
www.theknowledgeacademy.com/blog/change-management-advantages-and-disadvantages/.

“Guide to the IT Change Requests Approval Process.” *Myndbend*, Myndbend, 14 Apr. 2020, www.myndbend.com/guide-to-the-it-change-requests-approval-process/.