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The Dangers of Change Approval Processes

To understand the dangers of the process one must know what the whole process is. The change approval process is when change requests are inputted through internal and external means. The external requests come from the customer’s side and, internal come from inside the organization. A change request process, “where the change requests are carried through several stages of the change request workflow. An automated change request workflow can be used to carry out the process by creating a form for registering the request.” (Krishna Rahul, 2025) A change request form is a standard form where the requests are pushed towards the department that is concerned. The forms have the information on why the request was submitted.

The process can be difficult for several reasons. When developers build, test, and deploy a feature, they will experience overhanging along with elevated costs. The advice given on how to solve this issue is, “We advise shipping small changes, ideally to a production environment, as early and often as you can. By gathering real user feedback over a short interval, you can more rapidly decide whether to iterate on or discard a feature.” (Launch Darkly, 2025)

“In the State of DevOps 2019 Report, DORA authors found that heavyweight change approval processes were associated with worse software delivery and operational (SDO) performance. According to this same research, high SDO performers were twice as likely as low performers to meet or exceed key business targets: profitability, productivity, and customer satisfaction.” (Launch Darkly, 2025) This is all meaning that it doesn’t matter between a high performer or a low one, they will perform at the same level regardless. The change approval process should not have a large overhaul otherwise you get the productivity results.

Some other challenges that occur with the approval process are time waste, lack of flexibility, and risk of information loss and errors. The time waste involves multiple approvals that need to be passed through several personnel which goes straight into time constraints. The constant use of papers and emails creates the time waste.

Old systems hinder leadership because of the systems and their lack of approval being mobile. When teams are working through these older systems it becomes a problem when leadership experiences the mobile issue.

“Critical details might go missing when using outdated or poorly managed approval methods. Missing pieces of the puzzle can lead to poorly informed decisions, increasing the likelihood of human errors and costing time, money, and sometimes reputation.” (Pavel, 2025) It is very important to update management approval methods. The strength of these systems developers have to deal with need strong management and backing to help them accomplish the business goals. If management does not update to modern strength, they fall behind in the business race.

Works Cited

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