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Module 8.2

Dangers of Change Approval

Change approval processes are formal procedures organizations put into place in order to evaluate, authorize, and document changes to any systems, processes, or products. The primary purpose is to ensure changes do not introduce unneeded risks; however, there are processes that become obstacles when it comes to efficiency and agility.

This can provide negative impacts on the process. Impacts such as slowed time-to-market, or decreased employee moral and engagement, or an increased risk of implementation failures. Having a slowed time-to-market can delay deployments of features or products. There are studies that show heavy change approval mechanics that are aligned with very bad software delivery and performance. When looking at decreased employee morale, this is in part due growing frustration. When they are bogged down by inefficient works, their passion for it wanes and produce higher turnover rates. Then we get into risks of implementation failures. This is caused by performance taking a toll and delivery systems not properly looked at and given the fixes needed.

Here are some strategies to mitigate this:

1. Have risk-based approvals. Tailor the approval process based on the potential impact of the change.
2. Enhance communication. Encourage open dialogue between teams to foster a culture of trust and shared responsibility.
3. Leverage automation. Utilize automated tools to handle routine approvals and monitor changes

To conclude, while change approval processes are essential, having an overly rigid approach impedes progress, lowers worker’s passion, and increases failure chances. Should you adopt ways to mitigate these issues, businesses can change what they are doing to allow for more innovation, higher morale, faster progress being made, and allows for more efficiency in projects.

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