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**The Dangers of Change Approval Processes**

Change approval processes or also known as Change Advisory Boards are important for keeping IT systems stable and reliable by reviewing changes before they are made. However, some of these processes may sometimes slow things down and cause problems. One issue are delays and bottlenecks. In the case when many approvals are needed, the process can often become slow and sometimes difficult. This will surely make it difficult to respond in a timely fashion manner to business needs. This would especially become true in a fast moving environments (Kim et al.). Long approval processes can make a company less responsive and flexible. It causing delays in important changes and potentially missing opportunities and advantages (Forsgren et al.).

Furthermore, another problem is that strict change approval processes can hold back innovations. They can make it difficult for teams to quickly test new ideas and make changes. This in turn may cause discouraging experimentation. In the long run, some of this may cause a culture where people avoid taking risks (Newman). Additionally, complex, and long approval processes can lead to more mistakes because there are more chances for miscommunication and errors among the many people involved (Allspaw).

Moreover, employees may feel disengaged and have low morale when dealing with slow and bureaucratic approval processes. The frustration from these slow procedures can reduce motivation and productivity (O'Reilly and Tushman). If formal change approval processes are too slow or difficult, teams might bypass them and make changes without proper approval. This can result in untracked and unauthorized changes, increasing the risk of security issues and system instability (Ross et al.).

Therefore, how does one address these problems? Organizations can take several steps. One of which is simplifying and speeding up the change approval process can help reduce delays and bottlenecks. This might include automating parts of the process and using continuous integration and continuous deployment practices. Empowering teams to make changes on their own within set

guidelines can improve responsiveness and flexibility, requiring clear boundaries and trust in the team's ability to manage changes responsibly. Encouraging collaboration and communication among different stakeholders can help reduce mistakes and improve the efficiency of the change approval process. Lastly, having strong monitoring and rollback systems can quickly identify and fix issues from changes, reducing the need for long approval processes upfront.

While change approval processes are important for maintaining system stability and security, they can cause significant problems if not managed well. By recognizing these problems and taking steps to address them, organizations can find a balance between control and flexibility, fostering a more innovative and responsive IT environment.

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