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In order to maintain stability and security in an organization's IT infrastructure, change approval processes are needed. These procedures are intended to reduce system change risks, maintain compliance, and minimize interruptions. Ineffective implementation, however, can result in serious problems like operational delays, a decline in creativity, and heightened security threats. Change management is important, but in order to prevent ineffective bottlenecks, businesses have to find a balance between monitoring and agility.

The potential for delay is one of the main risks associated with change approval procedures, especially for businesses that depend on strict, multi-tiered approval frameworks. According to Myndbend (2024), lengthy approval systems frequently result in operational inefficiencies, as minor changes necessitate extra inspection, causing unnecessary delays. Every modification request in large businesses needs to be approved by several stakeholders, which may slow progress and delay system improvements. In areas like technology and finance that demand rapid innovation, these delays can be very harmful. Additionally, AssuranceLab (2024) suggests that excessive bureaucracy in change approvals can frequently result in a gap between IT teams and business objectives. Employees can become frustrated or seek out ways to go around the system if they view change management as a barrier rather than an advantage. Opportunity costs are another consequence of bureaucratic inefficiencies, where companies lose out on timely breakthroughs because of sluggish implementation procedures. Change approval procedures that are too complicated can hinder innovation in a company. According to Freshworks (2024), employees might refrain from suggesting changes entirely if they see too much hassle when putting new ideas into practice. IT teams may give up on creative solutions that could improve

business operations if they believe their suggested modifications are unlikely to be accepted in a timely manner.

Long approval cycles can also irritate staff members, which lowers engagement and morale. Talented people who like dynamic work environments might leave a company whose culture places a higher priority on compliance than agility. Businesses that don't simplify their approval procedures run the risk of fostering an environment where workers feel stifled by lengthy processes, which will reduce creativity and productivity. Ironically, a stringent change approval process can raise the likelihood of unauthorized modifications. Employees who are irritated by lengthy approval processes may make modifications without adhering to official protocols, according to Myndbend (2024). Unauthorized software installations, system alterations, and workarounds without supervision or documentation are all part of this activity, which is referred to as "shadow IT."

Since unauthorized alterations bypass established risk evaluations and compliance checks, they present serious security threats. These changes could introduce vulnerabilities, compatibility problems, or system failures that could jeopardize data integrity if they are not properly tracked. According to Freshworks (2024), companies need to combine efficiency and control to keep workers from turning to unofficial solutions that can expose security flaws. Organizations should take a more flexible, risk-based approach to change approval procedures in order to reduce the risks involved. According to AssuranceLab (2024), not all modifications need to be examined with the same degree of care; high-impact changes should be carefully considered, while routine updates with less risk should be expedited. This method guarantees that important operational and security concerns are handled without needlessly slowing down the entire procedure.

In addition, Freshworks (2024) advises putting automated systems in place to expedite approvals and lessen the human workload on IT workers. Change requests can be sorted by risk level with the aid of automation technologies, which will minimize delays and direct them to the right reviewers. To guarantee that all staff members comprehend the goal of change management policies and how to adhere to them, organizations should also fund training initiatives and transparent communication.

Sources:

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