Mason Buller

Module 8 Assignment

12/8/2024

The change approval process allows companies to ensure that any changes made align with their organizations objectives. This can help ensure that changes align with the businesses’ goals and don’t ruin them (Abbas). This process is a part of approval management, which refers to workflows that ensure a document is reviewed and approved before its release (Haidu). Approval management has several benefits like ensuring better work quality and increased communication. Change management is mostly seen as positive in several different companies, but it also has its downsides (Sultan).

Change approval processes can have many issues if not created correctly. Each company typically has their own system to the process that is personalized to best suit their workflow. If set up incorrectly, change approval processes can be more detrimental to your company rather than helpful. In the event that an error occurs even if the change approval process is being used, companies may try to increase restrictions to prevent errors. But this can actually create more problems, like slower approval times (Gene et al.).

Change approval processes can have several issues like high costs. Creating the initial approval process can be costly when hiring approval managers and organizing training for your team. These processes can also have issues with being time consuming if there are too many steps involved in the process. Creating a plan that is too difficult could possibly make people resistant to change. This can create tension within the team if not everyone is willing to work to make this process go smoothly (Sultan).

Overall, change approval processes can be great tools for managing releases and helping you track what changes are being made. But if they are not done correctly, they can lead to many more issues in the workplace. Taking the time to carefully review your plan and gather feedback from your team can allow you to make a more successful plan that has better results overall.

Sources

Abbas, T. (2023, January 16). *Change Approval Process in ITIL Change Management*. Retrieved from Change Management Insight: https://changemanagementinsight.com/change-approval-process-in-itil-change-management/#:~:text=The%20change%20approval%20process%20ensures,business%20rather%20than%20hinder%20it.

Haidu, H. (2022, August 19). *What is Approval Management - Benefits and Hidden Dangers*. Retrieved from CMW Lab: https://www.cmwlab.com/blog/approval-management-benefits-hidden-dangers/

*IT Change Management: Pros/Cons, Change Types & ITIL CM Model*. (2021, October 5). Retrieved from Faddom: https://faddom.com/what-is-it-change-management/

Kim, G., Humble, J., Debois, P., & Willis, J. (2021). *The DevOps Handbook* (Second ed.).

Sultan, J. (2024, June 3). *6 Benefits + 6 Drawbacks of Change Management*. Retrieved from Digital Adoption: https://www.digital-adoption.com/advantage-and-disadvantage-of-change-management/