Change Management Pain Point - August 15, 2025

List of Pain Points
Every single BU within Molex interprets and executes change differently and this lack of standardization leads to increased probability of errors.
Plants often have internal / local change process that have different dependencies on BU engineering teams and often duplicates efforts of corporate process
Molex Relies too much on weekly meetings & email communications to execute change today
A consistent process of change is rarely used due to pace of work & many employees, "just trying to keep their heads above water.
Wasted Time / delays due to functions not receiving Change Notifications.
Increased workload & Churn in PD and at the manufacturing plants to correct errors
High levels of scrap from procurement due to unused excess inventory or incorrect parts/components and unused WIP
Reputational / Brand damage from shipping incorrect revisions to customers
Design change process is uni-directional, no confirmation or feedback from manufacturing that change detail was received and understood.
Metrics can drive wrong behavior, - ie engineering is incentivize to have fewer changes. (for instance, this is counter to a rapidly iterative development process to experiment and provide knowledge, risk reduction and shorter development cycles.
Lack of comprehensive design review process with clear accountability. - ie same engineer can create, review, and approve change.

Difficult to identify everyone required to evaluate change and those whom the change needs to be communicated to
Scope of Product Development change management process is not clearly defined (end to end)
Molex is not effectively leveraging PR (problem report) functionality of Change Management process and getting the maximum value.
Change process is not known or understood across Molex
Decision rights of who can approve changes is not always known or consistent
Lack of agreement on the level of change management necessary before a product is officially in production versus after it is in production.
Different Groups & Functions are at different levels of adoptions of current change process and tools.
There is generally a lack of asynchronous feedback processes from the plant or others (customer, vendor) to allow down stream learning to improve out products for Yield, Cost, Manufactuability, etc...
Disconnect of Change (stored / managed in PLM or other tools / software) to physical part or process changes (i.e. lack of revision on parts or tools).