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Module 8 Assignment

CSD380-DevOps

Change Approval Processes

In any company there is always change and growth. The world today is changing quickly, so companies must keep changing to stay in competition against their competitors.

Companies are always learning new and better ways to grow and strengthen their brand.

This is something they need to do with their products but also need to find a way to change and grow their company with their processes. However, making sure that your employees are comfortable with the change that is being made is not always that easy.

On the Harvard website, “7 Reasons Why Change Management Strategies Fail and How to Avoid Them” list some helpful reasons for why change within a company might fail. The seven reasons they list are “1) Strategy with and Incomplete or Poorly-Defined Strategy, 2) Following a Strategy that is Too Rigid and Inflexible, 3) Lack of Effective Communications, 4) Failing to Identify and Address Resistance, 5) Disconnect Between Strategy and Culture, 6) Setting Unrealistic Expectations, and 7) Not Creating—and Celebrating—Short Term Wins.” I think this is important for companies to keep in mind because when they want to make a change, they often do not have effective communication with their employees. The people who are making the change are often at the top and do not understand what is done within their own company. When drastic changes are made, but not communicated well then employees get frustrated, upset, and do not know why something they have done the same way for twenty years is all of a sudden changing.

It is important to understand what kind of change you are creating and who it is going to affect. “Because not all change is equal, a helpful approach is to use a scoring system to determine the impact of change early on.” --Sigma, HSE, What is Management of Change? Understanding Types of Change for your Business. The changes made in a company must be discussed at what level they will be. This could be a major change or a minor change and there could be several stages. The important thing is to remember to keep change simple and easy to understand.

It is a promising idea to figure out what all possible risks are when initiating a change, not to just keep an eye on all the wonderful things that are going to happen with the new change. “Once you’ve identified the potential risks, it’s important to develop risk mitigation techniques.” --ChangeStrategists, How to Identify and Mitigate Risks During the Change Process. It is also important to have a way to fix any potential risks that might arise during

the change process. Some effective ways to avoid risk are to keep in mind the stakeholders and their thoughts, there are several different risk assessment tools available, and prioritize what risks can be the most harmful and happen most often.

Although it is always to keep changing in a world that is ever changing it is also important to keep in mind the best way to make those changes. Always keep open good and clear communication within the company. Also, try to avoid any risks when possible.

Source:

7 Reasons Why Change Management Strategies Fail and How to Avoid Them

Mary Sharp Emerson

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[7 Reasons Why Change Management Strategies Fail and How to Avoid Them - Professional & Executive Development | Harvard DCE](#)

What is Management of Change? Understanding Types of Change for your Business

DSEAR, Process Safety Management (PSM)

[What is Management of Change? Understanding Types of Change for your Business - Sigma-HSE](#)

How to Identify and Mitigate Risks During the Change Process

Author: Change Strategists

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[How to Identify and Mitigate Risks During the Change Process](#)