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Assignment 8.2

When reading through my sources I see that change management is something developers could care less about. A lot of the changes that are made are changes that developers do not want, or their ideas get turned down by someone who is not even doing the job. I know that is very frustrating because you have ideas that could help change the project in a great way and you have people that do not care. Yes, with being management it is about being able to know which changes matter but taking forever to approve things or just delaying ideas is just not okay.

Here are some of the dangers I found:

- Outdated approval methods
- Poor communication
- Siloed teams
- Misaligned incentives
- Inefficient approval methods

With the approval methods being such a burden on developers, people have just started to work around the approval methods and implement their changes anyway. With that they ask for forgiveness after they have implemented the changes they have been asking for. The fundamental purpose of change management is to build transparency into who is making changes and when to reduce the risk of breaking things in production. The best way to do this is to get teams to talk to each other, not by submitting change requests that are approved by people far removed from the actual work. With a time like today it makes sense to either give people the ability to show you the changes or have a meeting with developers to see how the changes can help. We live in a time of day where changes need to be made daily if need be and waiting for approval processes is something we cannot be doing anymore. The fact that a developer could wait months for an approve status is outrageous.

To effectively implement the Change Management we should do these things:

1. Standardize Deployment Practices
2. Make the Systems Fast to Deploy

3. Focus on Smaller Batches, Delivered Frequently
4. Speed Up Feedback Cycle Processes
5. Automate Infrastructure Delivery
6. Focus on self service

These changes would actually make Change Management useful.

Resources

<https://www.topdesk.com/en/blog/change-proces/>

<https://www.axelos.com/resource-hub/blog/is-it-time-to-change-change-management>

<https://dzone.com/articles/change-management-is-broken-heres-how-to-fix-it>