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The Spelit Power Matrix: Untangling The Organizational Environment With The Spelit Leadership Tool

June Schmieder-Ramirez Ph.D

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The SPELIT POWER MATRIX is a leadership tool for untangling the organizational environment from a social, political, economic, legal, intercultural and technical view. The SPELIT analysis method was developed for adult learners to have a framework for determining and formulating the answer to the question: What is? There is a need to analyze the environment in all organizations, whether you are entering a new organization or to benchmark the existing organization. The purpose of this text is to show how perceptive leaders can analyze environments in preparation for possible future action. We demonstrate how the methodology aligns with previous theories regarding environmental scanning and produces a workable framework for the perceptive leader. The SPELIT POWER MATRIX is intended for practitioners doing a market analysis or diagnosis prior to implementing transitions, benchmarking in anticipation of an intervention, and can be used by undergraduate students and seasoned practitioners.

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