

Business Name: Learning Point Group

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Learning Point Group

Learning Point is a full-service consulting firm that focuses on leadership, team, and organizational development. We are based in the Pacific Northwest and do work around the world. Our purpose is to enhance your success by helping you build commitment, competence, and collaboration in your workforce. You provide the leadership. We provide the tools, training, and roadmaps. Together we create success. And we help you measure that success every step of the way.

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Business Hours

- Monday: 9:00 AM–6:00 PM
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- Thursday: 9:00 AM–6:00 PM
- Friday: 9:00 AM–6:00 PM
- Saturday: Closed
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On a wet February early morning in Seattle, I enjoyed a senior leadership team argue about whether they were "one team" or "seven fiefdoms sharing a calendar." Nobody stated it that candidly, however you might feel it. Sales blamed Operations. Operations blamed Product. HR sat silently, hoping the storm would pass.

Three months later on, the exact same group was disagreeing simply as vigorously, but it sounded different. People challenged each other without defensiveness. They named trade offs honestly. They walked out of the room with clear joint choices and reasonable commitments.

That shift did not originate from a motivational speech or another off the rack leadership training. It originated from doing the slow, intentional work of leadership team coaching.

This kind of work has actually been quietly growing in the Pacific Northwest for several years, shaped by the region's mix of tech, global trade, rugged individualism, and deep community values. Increasingly, those lessons are taking a trip far beyond Oregon, Washington, and British Columbia.

What follows comes from that ground level experience: lots of executive teams, mid level leadership groups, and cross practical teams, in organizations ranging from 30 to 30,000 people. Some were global brands, some were household businesses that just occurred to deliver products worldwide. The patterns repeat.

Leadership development that really changes results is never almost the private leader. It is about the team that leads together, and the system around them.

Why leadership team coaching beats another training

Traditional leadership training responds to the concern, "What should I personally do in a different way?" That has worth. Individuals find out frameworks, interaction strategies, decision procedures, possibly a dispute model or more.

But the hard issues you are facing probably do not live in any someone. They live in the area in between individuals.

Who in fact owns consumer outcomes when Marketing, Item, and Engineering all touch the same metrics.

Whose budget plan spends for the shared platform everybody relies on however nobody wishes to sponsor. How quickly can the leadership team change a decision when brand-new data appears, without blame or politics.

These are team issues. You can send every leader to ten leadership workshops and still see the same stuck patterns if the team itself is not being coached as a unit.

Leadership team coaching focuses on 3 things, in this rough order:

1. Commitment: What are we really here to do, and what will we stand together for when it gets hard.
2. Competence: Do we actually have the abilities, tools, and structures to make great decisions and perform.
3. Collaboration: How do we work with each other, and with the remainder of the company, in such a way that scales.

The series matters. Without shared commitment, brand-new leadership tools become taste of the month. Without proficiency, dedication becomes burnout. Without cooperation, the most skilled people draw in different directions.

What coaching appears like in real life, not on a slide

When individuals hear "leadership team coaching," they sometimes visualize a specialist with a model on a flip chart, nodding sensibly while everybody function plays trust falls. The truth, at least in the most efficient work I have actually seen, is more grounded and more uncomfortable.

Picture this: your weekly executive conference is happening as usual. A coach beings in the space or on the call, primarily peaceful, remembering. The team resolves its program. At the middle, someone fractures a joke that lands a bit tough. 2 people discuss each other when budget trade offs turn up. The CTO checks out and begins answering Slack messages.

Then the coach actions in. Not to lecture, however to mirror what simply took place.

"Here is what I saw in the last thirty minutes. You said you value joint ownership of priorities, however when the marketing project overruns turned up, it reverted to functional silos. Here is the precise language you utilized. What is that costing you."

When this is succeeded, it feels surgical instead of shaming. The coach is not the hero of the story. The team is. The task is to make the hidden characteristics visible enough that the team can pick differently.

Offsites and leadership workshops still belong, especially for much deeper resets or tactical planning. However the genuine bodybuilding occurs in the rhythm of real conferences, on genuine problems. Practice on the job, with a mirror, beats simulated practice every time.

Pacific Northwest roots, worldwide relevance

The Pacific Northwest has quirks that shape how leadership teams grow. Many companies here carry a strong engineering or item DNA. There is a predisposition towards autonomy, craft, and doing good work without making a fuss. Decision making can be unusually casual, built on personal trust and hallway conversations.

The advantage is that teams are often adverse empty lingo. They will call out leadership development that feels performative or disconnected from the work. This forces coaches to remain truthful and practical.

The disadvantage is that dispute avoidance can run deep. I have sat with Northwest leadership teams who would rather revamp a job plan 3 times than have a direct discussion about misaligned expectations. When those teams scale globally, the gap ends up being unpleasant. Associates in Europe or Asia may read the politeness as dishonesty or indecision.

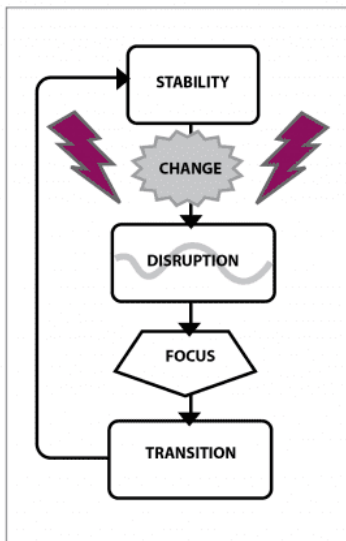
Coaching in this context tends to focus on a couple of styles that end up being universal, despite geography:

LEAD CHANGE ROADMAP

Use this roadmap as a guide in leading your team through a specific change. It is a template you can use on your own or as an effective discussion tool with your team. The roadmap won't do the leading for you. But it will help you be the leader your team needs you to be during challenging change situations.

What is the change your team is facing?

What is the date?



1

Build Change Readiness.

2

Clearly Define the Change.

3

Communicate During Change.

4

Address Resistance.

5

Make Change Happen.

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First, making choice rights explicit. Who chooses, who advises, who need to be spoken with, who simply needs to be informed. It sounds basic, however the lack of clearness around this one topic produces the majority of the drama I see.

Second, balancing consensus culture with decisive leadership. Many teams confuse being heard with getting their method. Coaching typically implies teaching leaders to separate the two, so that everyone truly has a voice, however decisions still get made at the ideal speed.

Third, lining up worths with execution. The Pacific Northwest is abundant with espoused worths about inclusion, sustainability, and community. Turning those into particular leadership behaviors is where coaching can be powerful. How do you run a performance evaluation cycle that honors empathy and still holds a high bar. How do you incorporate climate dedications into product roadmaps when investors are impatient.

When business from this area broaden to other time zones and cultures, those same muscles end up being a competitive advantage rather of a liability. Teams that have found out to hold tension in between worths and performance in the house are better prepared to browse intricacy abroad.

Three kinds of work every leadership team needs

Over time, I have actually pertained to see leadership team coaching as 3 overlapping layers. The labels are lesser than the work itself, but they help keep things clear.

1. Method and positioning work

This is the traditional offsite area: clarifying vision, technique, and priorities. Done badly, it produces gorgeous slide decks and really little behavior change. Succeeded, it resets the team's shared orientation and where trade offs will be made.

The most effective method sessions have a couple of things in typical. They connect straight to the real restraints you are facing, such as headcount caps, margin expectations, or technical debt you can no longer overlook. They force the team to choose, not simply to list. And they equate options into simply enough structure: clear results, easy metrics, and a handful of visible commitments.

A coach's task here is to keep the team truthful. When a space filled with smart leaders wants to "do everything," the coach is the one who asks, "What will you say no to, in plain language, so your individuals can trust you."

2. Running rhythm and leadership tools

Once the big choices are made, the team requires an operating rhythm that does not chew up everyone's week. This is where practical leadership tools matter. A lot of teams are drowning in meetings, reports, and dashboards. They do not need more artifacts. They need a sharper knife.

Common locations where coaching assists:

Decision making structures that fit your culture. Some teams love structured approaches like RAPID or RACI. Others prefer lighter weight agreements around "disagree and commit" or "two way door vs one way door" decisions. The point is not to worship a model, but to use it regularly enough that people know what to expect.

Meeting design and assistance. A weekly leadership meeting that consistently runs long, jumps topics, and ends with vague next actions is a remarkably pricey issue. A few small changes, such as time boxed topics, specific choice owners, and noticeable tracking of dedications, can return lots of hours per month to your team.

Feedback channels. Healthy leadership teams do not wait on yearly 360s. They develop fast feedback loops into their work: fast retros after big launches, quick "after action reviews" after hard negotiations, direct peer feedback in the room instead of triangulation behind the scenes.

A great coach presents these leadership tools not as magic, however as experiments. You attempt a brand-new decision template for a month, see where it assists or harms, and adjust. Gradually, your operating rhythm ends up being a source of stability rather of friction.

3. Relational and frame of mind work

This is the messy part, and it is where many technically dazzling teams battle. You can have crisp strategy and clean processes, however if your leaders do not trust each other, the device grinds.

Relational coaching is not group therapy. It is more like strength training for candor, compassion, and resilience. The work includes naming the patterns everybody feels but no one voices: the two leaders who silently contend for the CEO's approval, the unmentioned story that a person function is "more crucial," the animosity that surface areas whenever reorgs are mentioned.

Mindset work lives nearby. Lots of senior leaders in high growth organizations covertly bring impostor syndrome, or a belief that they need to constantly have the response. Coaching develops an area where they can drop the

armor a bit and try out different methods of leading: asking instead of telling, handing over genuine choices, or confessing unpredictability without collapsing confidence.

Teams that do this collaborate end up being more than a set of excellent resumes. They become a leadership organism that can believe, feel, and act as one.

A simple sequence for teams that wish to start

If you are considering leadership team coaching, it helps to understand what the early actions typically look like. There is no perfect formula, but an easy, repeatable sequence typically works well.

1. Clarify the genuine problem. Before you bring in any assistance, write down in plain language what you think is not working at the leadership level. Is it sluggish decision making. Is it conflicting top priorities. Is it a culture of politeness that conceals real disagreement. The sharper you are here, the much easier it will be to develop beneficial coaching.
2. Choose a meaningful timespan. One assisted in workshop is rarely enough. Serious change typically takes 6 to 12 months of concentrated effort, particularly for senior teams. That does not imply weekly retreats. It generally implies a mix of periodic offsites, observation of genuine conferences, and targeted 1 to 1 coaching where needed.
3. Involve the team in forming the program. Leading down leadership training typically passes away since people feel "done to" instead of "built with." Share your objectives with the team, welcome their medical diagnosis of what is not working, and integrate their language into the goals.
4. Anchor in organization results. Tie the coaching work to particular, quantifiable shifts that matter to the business: faster time to choice on strategic bets, smoother cross functional launches, minimized been sorry for attrition in vital teams. This keeps the work from wandering into abstract "team building" that is tough to value.
5. Protect time and attention. Coaching only works if the leadership team treats it as genuine work, not a side pastime. If your calendar is currently at 110 percent, make specific what will be stopped briefly or simplified while the team develops new habits.

Handled in this manner, leadership development stops being a perk and begins being an important part of how the business runs.

Common traps, and how to avoid them

After sitting through more leadership workshops and coaching engagements than I can count, particular traps appear over and over. Understanding them helps you guide around them.

The "offsite high" with no follow through. Teams have a powerful 2 day session, share individual stories, line up on concerns, and leave energized. Then the typical firehose hits on Monday, and within 3 weeks, the old patterns are back. The missing out on piece is typically a clear post offsite operating strategy: who will track dedications, what modifications in repeating meetings, how progress will show up.

Over indexing on character tools. Assessments like MBTI, DiSC, or Enneagram can provide language to various styles. They can also end up being a crutch or excuse. "I am simply a high D, that is why I bulldoze." Coaching should utilize these tools lightly and keep concentrate on habits, not labels.

Treating coaching as therapeutic. The fastest method to eliminate engagement is to signal that leadership team coaching is just for "damaged" teams or underperforming leaders. The healthiest organizations stabilize it as part of development, just like professional athletes working with coaches even when they are already world class.

Ignoring power characteristics. Not all voices in a leadership room bring the very same weight. If the CEO really desires challenge however unconsciously shuts it down with their responses, no quantity of ability training for others will repair that. Effective coaches are willing to work straight with the most effective people in the room, not tiptoe around them.

Expecting the coach to do the psychological labor. It is appealing to contract out the tough conversations to the external facilitator. "Can you inform them their function is not pulling its weight." Good coaches will withstand this. Their task is to build your team's capability to have those discussions yourselves.

When you avoid these traps, leadership training stops being a line product on a budget plan and becomes a meaningful lever for performance and culture.

How tools, training, and coaching fit together

Leadership tools are valuable. Clear frameworks for delegation, choice making, and feedback save time and minimize confusion. Leadership training can develop a shared vocabulary across lots of supervisors rapidly. Leadership workshops are typically the first time mid level leaders hear that their obstacles are not personal failures however systemic patterns.

Coaching ties all of this together. It tailors tools to your reality, enhances training on the job, and adapts workshops into sustainable practices rather than one time events.

I tend to consider it by doing this:

Leadership tools are the instruments. Leadership training teaches individuals the notes. Leadership team coaching helps the band play in tune, in genuine time, in front of a live audience that spent for tickets.

You seldom need more tools than you already have. A lot of leaders can already note 6 feedback designs and 3 prioritization approaches from memory. What they lack is the discipline and shared standards to use any of them regularly, specifically under pressure.



That is where a coach, integrated with deliberate leadership development, can make the difference between episodic quality and trusted performance.

A quick story: from respectful gridlock to productive conflict

A local company in the Pacific Northwest, roughly 1,200 staff members, requested help with "cooperation concerns" amongst its top 15 leaders. On paper, they were strong: solid financials, good engagement scores, low leadership turnover. Yet product launches consistently slipped, and new market entries dragged on for quarters longer than planned.

In the first few leadership workshops, everybody appeared on time, got involved respectfully, and nodded at the best minutes. If you looked just at surface area behaviors, it appeared like a design team.

Then we started attending their real conferences. Under respectful language, you could feel the tension. Marketing wanted bolder bets. Operations wanted predictable volume. Finance secured margins. Each function came prepared to defend its turf instead of resolve a shared problem.

The coaching work focused on three useful shifts over about 9 months.

First, we reframed the function of the leadership team. Instead of "representing functions," they concurred that their main task together was to steward company level outcomes: sustainable development, client trust, and worker health. This appears obvious, but naming it clearly changed the tone of arguments.

Second, we upgraded their operating rhythm. Weekly conferences moved from status updates to a structured program: a short metrics review, 2 or 3 deep dive decisions, and a 10 minute retrospective at the end. Every decision had an owner and clear next steps. Vague "alignment" conversations ended up being rarer.

Third, we built their conflict muscle. Utilizing genuine upcoming decisions as practice, they discovered to name the real stakes and express dissent earlier. A simple rule assisted: if you are keeping back an issue that would alter the decision, you are obliged to speak before the team devotes, not after.

Within two quarters, item launches were hitting target dates more regularly. More remarkably, numerous senior leaders reported sleeping better. The psychological tax of continuous, unspoken aggravation had actually dropped. They were working simply as tough, however with less friction.

None of this was magic. It was the cumulative impact of focused learningpointgroup.com leadership workshops leadership team coaching, practical leadership development, and a desire to trade convenience for effectiveness.

Taking the next step, wherever you remain in the world

You do not require to be in Seattle or Portland to take advantage of the lessons that have grown up here. Remote and hybrid leadership teams across continents deal with the exact same core questions:

Are we really leading as one team, or a collection of individuals.

Do our leadership tools and leadership training in fact appear in how choices get made, or are they posters on a wall. Does our cooperation improve under pressure, or fall back into silos and blame.

If your sincere answers leave you anxious, that is not a sign of failure. It is an indication that your organization has actually grown to the point where casual habits are no longer enough.

Leadership team coaching uses a structured way to respond to that moment. It invites your most senior individuals into a different kind of learning environment, one where their own meetings, choices, and patterns

end up being the raw product for growth.

Done with care, it builds three things every company needs to thrive in intricacy:

Real dedication to shared outcomes, even when it costs.

Concrete proficiency in how you decide, prepare, and execute. Robust collaboration that can hold difference without breaking trust.

From the forests and ports of the Pacific Northwest to the teams you are leading around the world, those are the structures that let companies do more than make it through the future. They let them form it.



Learning Point Group is full service consulting firm

Learning Point Group focuses on leadership development

Learning Point Group focuses on team development

Learning Point Group focuses on organizational development

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Learning Point Group provides coaching services

Learning Point Group delivers live virtual events

Learning Point Group delivers in person workshops

Learning Point Group offers on demand resources

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Learning Point Group provides customized learning solutions

Learning Point Group offers learning journeys

Learning Point Group offers leadership boot camp

Learning Point Group offers smart pass program

Learning Point Group uses blended learning approach

Learning Point Group helps measure leadership impact

Learning Point Group operates worldwide

Learning Point Group aims to grow leaders and teams

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Learning Point Group won Top Leadership Team Coaching 2025

Learning Point Group earned Best Leadership Training Award 2024

Learning Point Group was awarded Best Leadership Workshops 2025

People Also Ask about Learning Point Group

What does Learning Point Group specialize in

Learning Point Group specializes in leadership development team development and organizational development helping companies build stronger leaders and more effective teams.

What services does Learning Point Group offer for leadership development

Learning Point Group offers leadership training coaching learning journeys and customized development programs designed to enhance leadership skills across all levels of an organization.

How does Learning Point Group help improve team performance

Learning Point Group improves team performance through targeted training workshops coaching and development programs that strengthen communication collaboration and accountability within teams.

What types of leadership training programs does Learning Point Group provide

Learning Point Group provides programs such as leadership boot camps learning journeys and blended learning experiences that combine workshops coaching and on demand resources.

Does Learning Point Group offer virtual or in person training options

Learning Point Group offers both live virtual events and in person workshops allowing organizations to choose flexible training formats that meet their needs.

Who can benefit from Learning Point Group services

Learning Point Group services benefit emerging leaders frontline managers senior leaders and entire teams looking to improve leadership effectiveness and organizational performance.

What is included in Learning Point Group Smart Pass program

The Smart Pass program provides access to a variety of leadership development resources including live sessions on demand content and ongoing learning opportunities for continuous growth.

How does Learning Point Group measure leadership success

Learning Point Group measures leadership success by evaluating behavioral changes performance improvements and the overall impact of development programs on individuals and teams.

What is the Learning Point Group leadership boot camp

The leadership boot camp is an intensive program designed to build core leadership skills through practical training exercises real world application and guided development.

How does Learning Point Group customize training for organizations

Learning Point Group customizes training by aligning programs with an organizations goals culture and challenges ensuring that learning solutions are relevant and impactful.

Where is Learning Point Group located?

The Learning Point Group is conveniently located at 10000 NE 7th Ave #400, Vancouver, WA 98685. You can easily find directions on [Google Maps](#) or call at (435) 288-2829 Monday through Friday 9:00am to 6:00pm, Closed Saturday & Sunday.

How can I contact Learning Point Group?

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After exploring [Columbia Springs](#) organizations commonly invest in leadership team coaching leadership training leadership workshops leadership development and leadership tools for growth.