

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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On a wet February morning in Seattle, I watched a senior leadership team argue about whether they were "one team" or "seven fiefdoms sharing a calendar." No one stated it that candidly, but you could feel it. Sales blamed Operations. Operations blamed Product. HR sat silently, hoping the storm would pass.

Three months later, the same group was disagreeing just as intensely, but it sounded various. Individuals challenged each other without defensiveness. They called trade offs honestly. They left of the room with clear joint decisions and sensible commitments.

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That shift did not come from an inspirational speech or another off the shelf leadership training. It originated from doing the slow, purposeful work of leadership team coaching.

This sort of work has been quietly growing in the Pacific Northwest for years, shaped by the area's mix of tech, international trade, rugged individualism, and deep neighborhood worths. Increasingly, those lessons are traveling far beyond Oregon, Washington, and British Columbia.

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

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

Why leadership team coaching beats one more training

Traditional leadership training responds to the concern, "What should I personally do in a different way?" That has value. Individuals learn structures, interaction methods, choice procedures, maybe a dispute model or 2.

But the hard problems you are dealing with probably do not live in any one person. They live in the area in between people.

Who actually owns customer results when Marketing, Product, and Engineering all touch the exact same metrics.

Whose budget spends for the shared platform everybody counts on however nobody wishes [leadership development](#) to sponsor. How quickly can the leadership team alter a decision when brand-new data shows up, without blame or politics.

These are team problems. You can send every leader to 10 leadership workshops and still see the same stuck patterns if the team itself is not being coached as a unit.

Leadership team coaching concentrates 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 really have the skills, tools, and structures to make great choices and carry out.
3. Collaboration: How do we deal with each other, and with the rest of the organization, in a manner that scales.

The sequence matters. Without shared commitment, brand-new leadership tools end up being flavor of the month. Without skills, commitment develops into burnout. Without partnership, the most competent people pull in different directions.

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

When people hear "leadership team coaching," they sometimes imagine a consultant with a model on a flip chart, nodding wisely while everyone role plays trust falls. The reality, a minimum of in the most reliable work I have seen, is more grounded and more uncomfortable.

Picture this: your weekly executive conference is occurring as normal. A coach sits in the space or on the call, mostly peaceful, taking notes. The team resolves its program. At the halfway point, somebody cracks a joke that lands a bit difficult. Two people discuss each other when budget plan trade offs turn up. The CTO checks out and starts answering Slack messages.

Then the coach actions in. Not to lecture, however to mirror what just occurred.

"Here is what I saw in the last 30 minutes. You stated you worth joint ownership of top priorities, but when the marketing campaign overruns turned up, it went back to practical silos. Here is the specific language you utilized. What is that costing you."

When this is done well, it feels surgical rather than shaming. The coach is not the hero of the story. The team is. The task is to make the hidden characteristics noticeable enough that the team can choose differently.

Offsites and leadership workshops still belong, especially for deeper resets or strategic planning. But the real muscle building takes place in the rhythm of genuine meetings, on real issues. Practice on the job, with a mirror, beats simulated practice every time.

Pacific Northwest roots, international relevance

The Pacific Northwest has quirks that shape how leadership teams grow. Numerous business here bring a strong engineering or product DNA. There is a bias towards autonomy, craft, and doing great without making a fuss. Decision making can be strangely casual, developed on personal trust and hallway conversations.

The advantage is that teams are often allergic to empty jargon. They will call out leadership development that feels performative or detached from the work. This forces coaches to stay sincere and practical.

The downside is that conflict avoidance can run deep. I have sat with Northwest leadership teams who would rather revamp a job plan three times than have a direct discussion about misaligned expectations. When those teams scale internationally, the gap becomes unpleasant. Coworkers in Europe or Asia might read the politeness as dishonesty or indecision.

Coaching in this context tends to focus on a few themes that turn out to be universal, despite geography:

First, making choice rights explicit. Who decides, who recommends, who need to be consulted, who just needs to be notified. It sounds basic, but the lack of clarity around this one subject produces the majority of the drama I see.

Second, balancing agreement culture with decisive leadership. Numerous teams confuse being heard with getting their way. Coaching typically suggests mentor leaders to separate the two, so that everyone really has a voice, however choices still get made at the ideal speed.

Third, lining up worths with execution. The Pacific Northwest is abundant with upheld worths about addition, sustainability, and community. Turning those into specific leadership habits is where coaching can be effective. How do you run an efficiency evaluation cycle that honors compassion and still holds a high bar. How do you integrate environment commitments into product roadmaps when investors are impatient.

When business from this area expand to other time zones and cultures, those exact same muscles become a competitive advantage instead of a liability. Teams that have learned to hold tension in between values and efficiency in the house are better prepared to navigate intricacy abroad.

Three type of work every leadership team needs

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

1. Technique and alignment work

This is the traditional offsite territory: clarifying vision, method, and concerns. Done badly, it produces lovely slide decks and extremely little habits modification. Succeeded, it resets the team's shared orientation and where trade offs will be made.

The most efficient method sessions have a few things in typical. They connect straight to the genuine restraints you are dealing with, such as headcount caps, margin expectations, or technical debt you can no longer disregard. They require the team to select, not simply to list. And they translate choices into just enough structure: clear outcomes, simple metrics, and a handful of visible commitments.

A coach's task here is to keep the team honest. When a room full of clever leaders wants to "do everything," the coach is the one who asks, "What will you say no to, in plain language, so your people can trust you."

2. Operating rhythm and leadership tools

Once the big options are made, the team requires an operating rhythm that does not chew up everybody's week. This is where useful leadership tools matter. A lot of teams are drowning in conferences, reports, and control panels. They do not require more artifacts. They need a sharper knife.

Common locations where coaching assists:

Decision making structures that fit your culture. Some teams thrive with structured techniques like RAPID or RACI. Others prefer lighter weight arrangements around "disagree and commit" or "2 method door vs one method door" decisions. The point is not to praise a design, but to use it consistently enough that people understand what to expect.

Meeting style and facilitation. A weekly leadership conference that regularly runs long, leaps topics, and ends with unclear next steps is a remarkably expensive problem. A couple of little changes, such as time boxed subjects, explicit choice owners, and visible tracking of dedications, can return dozens of hours monthly to your team.

Feedback channels. Healthy leadership teams do not wait for annual 360s. They construct quick feedback loops into their work: quick retros after huge launches, brief "after action evaluations" after tough negotiations, direct peer feedback in the room instead of triangulation behind the scenes.

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

3. Relational and state of mind work

This is the untidy part, and it is where lots of technically dazzling teams battle. You can have crisp method and clean procedures, but if your leaders do not rely on each other, the device grinds.

Relational coaching is not group therapy. It is more like strength training for candor, empathy, and strength. The work consists of calling the patterns everyone feels however nobody voices: the 2 leaders who silently compete for the CEO's approval, the unmentioned story that a person function is "more important," the bitterness that surfaces whenever reorgs are mentioned.

Mindset work lives nearby. Numerous senior leaders in high growth companies covertly bring impostor syndrome, or a belief that they must constantly have the answer. Coaching produces an area where they can drop the armor a bit and experiment with different methods of leading: asking rather of informing, entrusting real choices, or confessing unpredictability without collapsing confidence.

Teams that do this work together end up being more than a set of impressive resumes. They end up being a leadership organism that can believe, feel, and serve as one.

An easy series for teams that want to start

If you are considering leadership team coaching, it helps to understand what the early steps usually look like. There is no perfect formula, however a basic, repeatable sequence typically works well.

1. Clarify the real problem. Before you generate any assistance, make a note of in plain language what you think is not operating at the leadership level. Is it sluggish choice making. Is it conflicting top priorities. Is it a culture of politeness that hides genuine argument. The sharper you are here, the much easier it will be to design beneficial coaching.
2. Choose a meaningful time frame. One helped with workshop is seldom enough. Serious change typically takes 6 to 12 months of concentrated effort, especially for senior teams. That does not indicate weekly retreats. It normally implies a mix of regular offsites, observation of real conferences, and targeted 1 to 1 coaching where needed.

3. Involve the team in shaping the agenda. Leading down leadership training often passes away due to the fact that people feel "done to" rather than "developed with." Share your intentions with the team, invite their medical diagnosis of what is not working, and include their language into the objectives.
4. Anchor in organization outcomes. Connect the coaching work to specific, quantifiable shifts that matter to the business: faster time to decision on tactical bets, smoother cross practical launches, decreased been sorry for attrition in crucial teams. This keeps the work from wandering into abstract "team building" that is difficult to value.
5. Protect time and attention. Coaching only works if the leadership team treats it as real work, not a side hobby. If your calendar is currently at 110 percent, make explicit what will be stopped briefly or streamlined while the team constructs new habits.

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

Common traps, and how to prevent them

After enduring more leadership workshops and coaching engagements than I can count, specific traps appear over and over. Knowing them assists you steer around them.

The "offsite high" without any follow through. Teams have a powerful 2 day session, share personal stories, line up on concerns, and go out energized. Then the regular firehose hits on Monday, and within 3 weeks, the old patterns are back. The missing piece is normally a clear post offsite operating strategy: who will track commitments, what modifications in recurring conferences, how progress will be visible.

Over indexing on character tools. Assessments like MBTI, DiSC, or Enneagram can provide language to various styles. They can also become a crutch or excuse. "I am just a high D, that is why I bulldoze." Coaching must use these tools lightly and keep concentrate on behavior, not labels.

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

Ignoring power dynamics. Not all voices in a leadership room bring the same weight. If the CEO really desires obstacle however unconsciously shuts it down with their responses, no quantity of skill training for others will fix that. Efficient coaches are willing to work straight with the most powerful individuals in the room, not tiptoe around them.

Expecting the coach to do the psychological labor. It is appealing to outsource the difficult conversations to the external facilitator. "Can you inform them their function is not pulling its weight." Excellent coaches will resist this. Their task is to construct your team's capacity to have those discussions yourselves.

When you avoid these traps, leadership training stops being a line item on a spending plan and ends up being a meaningful lever for efficiency and culture.

How tools, training, and coaching fit together

Leadership tools are valuable. Clear structures for delegation, decision making, and feedback conserve time and minimize confusion. Leadership training can construct a shared vocabulary throughout many managers quickly. Leadership workshops are often the first time mid level leaders hear that their difficulties are not individual failures however systemic patterns.

Coaching ties all of this together. It tailors tools to your truth, strengthens training on the task, and adapts workshops into sustainable practices instead of one time events.

I tend to think of it by doing this:

Leadership tools are the instruments. Leadership training teaches people the notes. Leadership team coaching assists the band play in tune, in real time, in front of a live audience that paid for tickets.



You seldom require more tools than you already have. Most leaders can already list 6 feedback models and 3 prioritization methods from memory. What they lack is the discipline and shared norms to use any of them consistently, specifically under pressure.

That is where a coach, combined with deliberate leadership development, can make the distinction in between episodic quality and dependable performance.

A brief story: from respectful gridlock to efficient conflict

A regional company in the Pacific Northwest, approximately 1,200 staff members, requested assist with "partnership issues" amongst its leading 15 leaders. On paper, they were strong: solid financials, decent engagement ratings, low leadership turnover. Yet item launches consistently slipped, and brand-new market entries dragged on for quarters longer than planned.

In the very first couple of leadership workshops, everyone appeared on time, got involved respectfully, and nodded at the ideal minutes. If you looked only at surface area behaviors, it appeared like a model team.

Then we began attending their real meetings. Under courteous language, you could feel the stress. Marketing desired bolder bets. Operations wanted predictable volume. Financing protected margins. Each function came prepared to safeguard its grass instead of solve a shared problem.

The coaching work concentrated 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 primary task together was to steward business level results: sustainable growth, consumer trust, and worker health. This appears apparent, but calling it explicitly altered the tone of arguments.

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

Third, we built their dispute muscle. Utilizing real upcoming decisions as practice, they found out to call the genuine stakes and express dissent quicker. A simple rule assisted: if you are keeping back a concern that would alter the choice, you are obligated to speak before the team commits, not after.

Within 2 quarters, item launches were striking time frame more consistently. More interestingly, several senior leaders reported sleeping better. The psychological tax of constant, unmentioned disappointment had dropped. They were working just as hard, but with less friction.

None of this was magic. It was the cumulative result of concentrated leadership team coaching, practical leadership development, and a desire to trade comfort for effectiveness.

Taking the next action, anywhere you remain in the world

You do not need to be in Seattle or Portland to benefit from the lessons that have matured here. Remote and hybrid leadership teams throughout continents face the exact same core questions:

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

Do our leadership tools and leadership training actually show up 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 truthful answers leave you uneasy, that is not a sign of failure. It is an indication that your company has actually grown to the point where informal habits are no longer enough.

Leadership team coaching provides a structured way to react to that minute. It invites your most senior people into a various sort of learning environment, one where their own meetings, options, and patterns end up being the raw material for growth.

Done with care, it constructs 3 things every company needs to grow in complexity:

Real commitment to shared results, even when it costs.

Concrete skills in how you decide, plan, and execute.



Robust cooperation 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 organizations do more than survive 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

Learning Point Group provides leadership training

Learning Point Group provides coaching services

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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

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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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