

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
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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 said it that candidly, however you could feel it. Sales blamed Operations. Operations blamed Item. HR sat silently, hoping the storm would pass.

Three months later on, the same group was disagreeing just as vigorously, but it sounded different. People challenged each other without defensiveness. They called trade offs honestly. They went out of the space with clear joint choices and sensible dedications.

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

This sort of work has been quietly developing in the Pacific Northwest for several years, formed by the area's mix of tech, international trade, rugged individualism, and deep community worths. Significantly, 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 crews, in organizations ranging from 30 to 30,000 individuals. Some were global brand names, some were family organizations that just took place to deliver items worldwide. The patterns repeat.

Leadership development that actually 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 question, "What should I personally do differently?" That has worth. People find out structures, interaction methods, decision procedures, perhaps a dispute design or 2.

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

Who really owns client outcomes when Marketing, Product, and Engineering all touch the exact same metrics.

Whose spending plan pays for the shared platform everyone relies on however no one wishes to sponsor. How quickly can the leadership team change a decision when new data shows up, without blame or politics.

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

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

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

The series matters. Without shared commitment, new leadership tools end up being flavor of the month. Without proficiency, dedication turns into burnout. Without partnership, the most skilled individuals draw in different directions.

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

When people hear "leadership team coaching," they sometimes envision a consultant with a design on a flip chart, nodding sensibly while everybody role plays trust falls. The truth, at least in the most effective work I have seen, is more grounded and more uncomfortable.

Picture this: your weekly executive meeting is happening as usual. A coach beings in the space or on the call, mostly quiet, taking notes. The team works through its program. At the middle, someone fractures a joke that lands a bit difficult. Two people discuss each other when budget plan trade offs show up. The CTO checks out and starts answering Slack messages.

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

"Here is what I saw in the last 30 minutes. You stated you value joint ownership of concerns, but when the marketing campaign overruns came up, it went back to practical silos. Here is the precise language you used. 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 job is to make the hidden characteristics visible enough that the team can pick differently.

Offsites and leadership workshops still belong, particularly for much deeper resets or strategic preparation. But the genuine bodybuilding occurs in the rhythm of genuine conferences, on genuine issues. Practice on the task, with a mirror, beats simulated practice every time.

Pacific Northwest roots, worldwide relevance

The Pacific Northwest has quirks that shape how leadership teams grow. Lots of companies here bring a strong engineering or item DNA. There is a bias toward autonomy, craft, and doing good work without complaining. Choice [leadership development](#) making can be oddly casual, constructed on individual trust and hallway discussions.

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

The downside is that conflict avoidance can run deep. I have actually sat with Northwest leadership teams who would rather revamp a project plan 3 times than have a direct discussion about misaligned expectations. When those teams scale internationally, the space ends up being unpleasant. Colleagues in Europe or Asia might check out the politeness as dishonesty or indecision.

Coaching in this context tends to concentrate on a few themes that end up being universal, despite geography:

First, making decision rights explicit. Who chooses, who suggests, who need to be consulted, who simply requires to be notified. It sounds fundamental, however the lack of clearness around this one subject creates most of the drama I see.

Second, balancing consensus culture with decisive leadership. Lots of teams confuse being heard with getting their method. Coaching typically suggests mentor leaders to separate the 2, so that everybody really has a voice, however decisions still get made at the ideal speed.

Third, aligning worths with execution. The Pacific Northwest is rich with espoused values about inclusion, sustainability, and neighborhood. Turning those into particular leadership behaviors is where coaching can be powerful. How do you run a performance evaluation cycle that honors compassion and still holds a high bar. How do you incorporate climate commitments into product roadmaps when shareholders are impatient.

When business from this region expand to other time zones and cultures, those same muscles end up being a competitive advantage rather of a liability. Teams that have actually learned to hold tension between values and efficiency in the house are better prepared to browse intricacy abroad.

Three kinds of work every leadership team needs

Over time, I have actually come to see leadership team coaching as three overlapping layers. The labels are less important than the work itself, but they assist keep things clear.

1. Strategy and positioning work

This is the timeless offsite territory: clarifying vision, method, and priorities. Done badly, it produces stunning slide decks and really little behavior modification. Done well, it resets the team's shared orientation and where trade offs will be made.

The most reliable method sessions have a few things in common. They link directly to the genuine restraints you are facing, such as headcount caps, margin expectations, or technical debt you can no longer neglect. They force

the team to choose, not simply to list. And they translate options into simply adequate structure: clear outcomes, simple metrics, and a handful of visible commitments.

A coach's task here is to keep the team sincere. When a space 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 individuals can trust you."

2. Running rhythm and leadership tools

Once the huge options are made, the team needs an operating rhythm that does not chew up everyone's week. This is where practical leadership tools matter. The majority of teams are drowning in conferences, reports, and control panels. 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 choose lighter weight agreements around "disagree and dedicate" or "two way door vs one way door" choices. The point is not to praise a design, but to utilize it consistently enough that individuals understand what to expect.

Meeting style and facilitation. A weekly leadership conference that consistently runs long, leaps subjects, and ends with unclear next actions is a surprisingly costly problem. A few small changes, such as time boxed topics, explicit decision owners, and visible tracking of dedications, can return dozens of hours per month to your team.

Feedback channels. Healthy leadership teams do not wait on yearly 360s. They develop quick feedback loops into their work: quick retros after huge launches, short "after action evaluations" after tough settlements, direct peer feedback in the room rather of triangulation behind the scenes.

An excellent coach introduces these leadership tools not as magic, however as experiments. You attempt a brand-new decision design template for a month, see where it helps or injures, and adjust. Over time, your operating rhythm becomes a source of stability instead of friction.

3. Relational and frame of mind work

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

Relational coaching is not group treatment. It is more like strength training for sincerity, empathy, and durability. The work consists of calling the patterns everybody feels however no one voices: the two leaders who quietly contend for the CEO's approval, the unspoken story that one function is "more crucial," the resentment that surface areas whenever reorgs are mentioned.

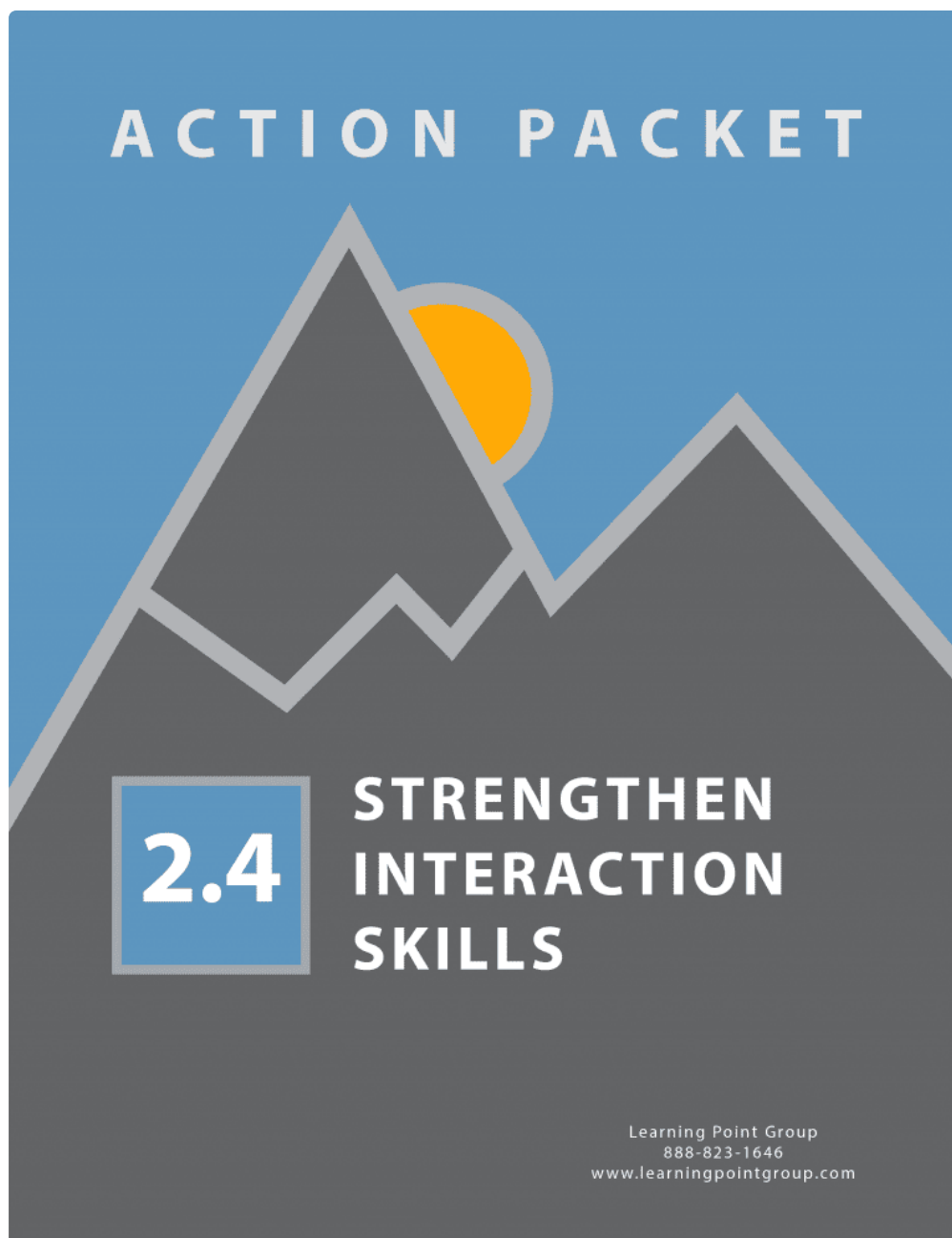
Mindset work lives close by. Many senior leaders in high growth organizations secretly carry impostor syndrome, or a belief that they should always have the response. Coaching creates an area where they can drop the armor a bit and explore various methods of leading: asking instead of informing, delegating genuine decisions, or admitting uncertainty without collapsing confidence.

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

An easy series for teams that want to start

If you are thinking about leadership team coaching, it helps to know what the early steps normally look like. There is no best formula, however an easy, repeatable series often works well.

1. Clarify the genuine issue. Before you bring in any assistance, make a note of in plain language what you believe is not working at the leadership level. Is it sluggish decision making. Is it conflicting concerns. Is it a culture of politeness that hides real dispute. The sharper you are here, the easier it will be to create beneficial coaching.
2. Choose a significant amount of time. One helped with workshop is hardly ever enough. Serious modification generally takes 6 to 12 months of focused effort, especially for senior teams. That does not imply weekly retreats. It typically means a mix of routine offsites, observation of genuine meetings, and targeted 1 to 1 coaching where needed.
3. Involve the team in shaping the program. Top down leadership training frequently passes away since people feel "done to" rather than "constructed with." Share your intents with the team, invite their diagnosis of what is not working, and integrate their language into the goals.
4. Anchor in company outcomes. Tie the coaching work to specific, measurable shifts that matter to the company: faster time to choice on tactical bets, smoother cross functional launches, minimized been sorry for attrition in critical teams. This keeps the work from wandering into abstract "team structure" that is tough to worth.
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 already at 110 percent, make specific what will be stopped briefly or streamlined while the team develops brand-new habits.



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

Common traps, and how to prevent them

After sitting through more leadership workshops and coaching engagements than I can count, specific traps show up over and over. Understanding them assists you guide around them.

The "offsite high" without any follow through. Teams have an effective 2 day session, share personal stories, align on priorities, and leave energized. Then the regular firehose strikes on Monday, and within 3 weeks, the old patterns are back. The missing out on piece is typically a clear post offsite operating plan: who will track commitments, what changes in repeating conferences, how development will be visible.

Over indexing on personality tools. Evaluations like MBTI, DiSC, or Enneagram can give language to various styles. They can also become a crutch or reason. "I am just a high D, that is why I bulldoze." Coaching needs to use these tools lightly and keep concentrate on habits, not labels.

Treating coaching as therapeutic. The fastest method to kill engagement is to signify that leadership team coaching is just for "broken" teams or underperforming leaders. The healthiest companies stabilize it as part of

growth, much like professional athletes working with coaches even when they are already world class.

Ignoring power characteristics. Not all voices in a leadership space carry the very same weight. If the CEO really wants challenge however unconsciously shuts it down with their responses, no amount of skill training for others will fix that. Effective coaches are willing to work directly with the most powerful people 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 tell them their function is not pulling its weight." Good coaches will resist this. Their job is to develop your team's capacity to have those discussions yourselves.

When you prevent these traps, leadership training stops being a line item on a spending plan and becomes a significant lever for efficiency and culture.

How tools, training, and coaching fit together

Leadership tools are valuable. Clear frameworks for delegation, decision making, and feedback save time and decrease confusion. Leadership training can develop a shared vocabulary throughout many supervisors rapidly. Leadership workshops are frequently the very first time mid level leaders hear that their difficulties are not personal failures but systemic patterns.

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

I tend to think about it by doing this:

Leadership tools are the instruments. Leadership training teaches people 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 rarely require more tools than you already have. Many leaders can already note six feedback models and three prioritization approaches from memory. What they lack is the discipline and shared standards to use any of them consistently, especially under pressure.

That is where a coach, integrated with intentional leadership development, can make the distinction between episodic quality and reliable performance.

A quick story: from respectful gridlock to efficient conflict

A regional company in the Pacific Northwest, approximately 1,200 staff members, asked for aid with "collaboration problems" amongst its leading 15 leaders. On paper, they were strong: strong financials, good engagement scores, low leadership turnover. Yet product launches repeatedly slipped, and new market entries dragged on for quarters longer than planned.

In the first couple of leadership workshops, everybody showed up on time, got involved respectfully, and nodded at the right minutes. If you looked only at surface behaviors, it looked like a model team.

Then we began sitting in on their real meetings. Under respectful language, you might feel the stress. Marketing desired bolder bets. Operations desired predictable volume. Financing secured margins. Each function came prepared to defend its turf instead of solve a shared problem.

The coaching work concentrated on 3 useful shifts over about nine months.

First, we reframed the purpose of the leadership team. Rather than "representing functions," they concurred that their main task together was to steward business level outcomes: sustainable growth, client trust, and employee health. This appears obvious, however calling it clearly altered the tone of disputes.

Second, we revamped their operating rhythm. Weekly meetings shifted from status updates to a structured agenda: a brief metrics review, 2 or 3 deep dive decisions, and a ten minute retrospective at the end. Every choice had an owner and clear next actions. Unclear "positioning" conversations ended up being rarer.



Third, we developed their dispute muscle. Utilizing real upcoming choices as practice, they discovered to call the real stakes and reveal dissent sooner. A basic rule helped: if you are keeping back an issue that would alter the decision, you are bound to speak before the team commits, not after.

Within 2 quarters, product launches were hitting time frame more regularly. More surprisingly, numerous senior leaders reported sleeping much better. The mental tax of continuous, unspoken disappointment had dropped. They were working simply as tough, however with less friction.

None of this was magic. It was the cumulative effect of focused leadership team coaching, practical leadership development, and a determination to trade convenience for effectiveness.



Taking the next action, wherever you remain in the world

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

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

Do our leadership tools and leadership training really show up in how decisions get made, or are they posters on a wall. Does our collaboration improve under pressure, or fall back into silos and blame.

If your honest responses leave you uneasy, that is not a sign of failure. It is a sign that your organization has grown to the point where informal habits are no longer enough.

Leadership team coaching provides a structured method to respond to that minute. It invites your most senior individuals into a different kind of learning environment, one where their own meetings, choices, and patterns become the raw material for growth.

Done with care, it builds three things every company needs to prosper in complexity:

Real commitment to shared outcomes, even when it costs.

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

From the forests and ports of the Pacific Northwest to the teams you are leading around the globe, those are the foundations that let organizations do more than endure 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

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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
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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](tel:(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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