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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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Most companies are not brief on leadership training. They are brief on habits change.

I have lost count of how many leaders have stated some version of this to me:

"We sent out 200 supervisors through that leadership workshop last year, and if I am sincere, not much altered. People liked it. They took the note pads. Then everyone returned to their calendars."

If that sounds familiar, you are not alone. The issue is hardly ever an absence of good material. The problem is the gap between intent and effect. Leaders have the ideal intentions after a course. The genuine test comes 3 months later on, sitting in a tense team meeting or a hard one-to-one. Do they really act differently?

That is where leadership development lives or dies.

This article concentrates on that gap: how to develop leadership training, leadership workshops, and leadership team coaching that actually alters how people lead across the company, not just what they state about leadership

in evaluations.

Why most leadership training evaporates

The typical pattern is easy to acknowledge. A company chooses a highly regarded supplier, runs a couple of highly produced workshops, collects glowing feedback forms, and then silently discovers that everyday leadership feels the same.

There are a few recurring reasons.

First, leadership training often sits too far from genuine work. Supervisors hear generic frameworks however seldom practice them versus the gnarly issues presently on their plates: the peer they can not affect, the challenging efficiency discussion, the strategy nobody seems to understand.

Second, the remainder of the system does not support the change. You teach managers coaching abilities, however their KPIs still reward just short-term output. You reveal them how to hand over, but they remain buried in 12 back-to-back operational conferences a day. Intent crashes into context.

Third, absolutely nothing is made recyclable. Participants might enjoy the workouts in the workshop, then go out with a slide deck and no easy leadership tools they can get the extremely next early morning with their teams. They remember that something about "psychological security" seemed essential. They can not recall a specific question to ask in their next team check-in.



Finally, leaders do not see their own managers doing anything various. If senior leaders go to the workshop as a symbolic gesture however keep running meetings in the old style, everyone gets the real message: this is a one-off event, not a new standard.

The fix is not more training. The fix is training that becomes habit, supported by leadership team coaching, useful leadership tools, and a clear expectation that the brand-new habits are not optional.

Thinking like a behavior architect, not a course designer

When leadership development sticks, it normally has less to do with the radiance of the slides and more to do with the style of the environment around the leaders.

You wish to think like a habits designer. That means asking concerns such as:

What precisely needs to a manager do differently, minute by minute, after this workshop?

Where in their existing routines can these habits live? What will advise them, nudge them, and reward them when they get it right?

An easy test I use with customers: if you can not end up the sentence, "After this program, our leaders will now do X weekly," the style is not yet sharp enough. "Be more tactical" or "interact better" does not count. It must be something you could almost movie with a camera.

Here are examples that pass this test:

They will hold a 25-minute weekly one-to-one using a shared program that covers work, roadblocks, and development.

They will begin every major conference by specifying the choice they are here to move forward. They will ask at least one open coaching concern before supplying guidance to a direct report.

When leadership training gets anchored to daily practices like these, your odds of real modification jump dramatically.

Make leadership workshops about genuine scenarios, not theoretical ones

If you have ever sat in a leadership workshop role-playing a "tough discussion" with a fictional character called Alex, you understand how synthetic it can feel. People keep back. They are acting, not deciding.

The most effective leadership workshops I have actually run or observed do something different: they ask participants to bring in live material from their actual leadership challenges.

That may be:

An existing conflict in between two team members

A cross-functional project that is stuck A direct report whose performance is sliding A strategy that individuals nod at but do not execute

Instead of case studies from another business, individuals dissect their own truth. They try out brand-new leadership tools against these real cases, then choose what to do when they go back to the office.

There is a compromise here. Working with genuine circumstances can feel exposing. It needs psychological security and strong assistance. However that discomfort is often where the learning gets real. Leaders discover that these tools do not simply look good on slides, they either assist with today's mess or they do not.

Leadership tools that make it through Monday morning

The expression "leadership tools" can sound abstract, however what you are in fact looking for are easy, repeatable structures that fit inside existing rhythms.

Think less about big structures, more about small practices wrapped in a format individuals can reuse with little effort. If you develop those tools well, they will start to spread out informally. Individuals ask, "What was that template you used in that meeting?" or "Can you share that one-on-one structure you revealed me?"

Here are four core leadership tools worth standardizing across an organization:

1. A typical one-to-one design template
2. An easy choice log
3. A team clarity canvas
4. A feedback script

That is our very first list; we will enter into each, then later construct a 2nd brief checklist.

1. The one-to-one that managers and employees both value

Weekly or bi-weekly one-to-ones are the backbone of leadership. Yet many managers treat them as optional or vague "catch-ups" that wander into status updates.



In leadership training, I like to hand individuals a really plain one-to-one agenda design template that runs something like:

What is leading of mind for you this week?

What is going well that we must continue? Where are you stuck or blocked, and how can I help? What are you learning, and where do you want to grow? Anything we must change about how we work together?

Then we practice using it on genuine issues, not just theory. I motivate managers to share the structure with their direct reports ahead of time and co-own the program. In time, this basic tool trains both individuals to believe not just about tasks but likewise about development and collaboration.

The secret is not the precise phrasing. It is the predictability. When people understand that this space exists and has a clear purpose, trust and efficiency both rise.

2. A choice log that tames the chaos

One of the quiet killers of execution is fuzzy choices. Individuals leave meetings unsure what was decided, who owns it, and how to revisit it later on. Hectic organizations generate choices like confetti then without delay forget them.

A choice log is extremely simple. It can be a shared spreadsheet or a page in your collaboration tool with columns:



Date Owner Stakeholders Rationale Evaluation date

During leadership team coaching sessions, I often ask leaders to reconstruct the last five significant choices they made and place them in a choice log. It is frequently an uncomfortable exercise. They understand how many decisions drift around in inboxes and memory, without any shared trace.

Once you embed a choice log into leadership regimens, your training about "clarity" and "responsibility" gains teeth.

3. A team clearness canvas

When teams get stuck, the source is frequently uncertainty. Who owns what, why we exist, which work really matters. You can spend a great deal of time on abstract culture work, or you can provide leaders a really practical leadership tool to surface area and reduce that ambiguity.

Think of a one-page canvas with boxes such as:

Purpose: Why does this team exist?

Top priorities: What are our top 3 concerns this quarter? Concepts: What are our agreed ways of working? Plays: What are the 3 to 5 repeating activities that define our work? Individuals: Who owns which outcomes?

In a workshop, leaders fill this out for their own team, then compare. It usually sparks important pain: "We do not settle on our leading three priorities," or "Nobody appears to own this outcome."

The appeal of a canvas like this is that it can travel. Leaders can take it to their teams, refine it together, and revisit it each quarter. That is when leadership development starts to appear in performance.

4. A feedback script for difficult moments

Many leaders know they need to give more direct, prompt feedback. They do not because they fear damaging relationships or starting conflict they can not manage.

A simple feedback script gets rid of a few of the psychological friction. You might teach them a format along these lines:

Describe the behavior factually.

Share the effect on you, the team, or the work. Invite their perspective. Agree next steps.

Then you spend real time practicing. Not pretending to be Alex from the case study, however utilizing actual situations leaders are sitting on, with genuine emotions attached.

Without practice, feedback designs stay in note pads. With repeating and coaching, they develop into a natural pattern of speech.

Leadership team coaching: where culture in fact shifts

Individual workshops are useful, however the genuine culture shapers in any company are the leadership teams. How they behave together sets the weather condition for everybody else.

Leadership team coaching is not simply group training. It is continuous deal with a genuine team, in the context of genuine business cycles, objectives, and tensions. It mixes assistance, obstacle, and ability building.

Here is what differentiates impactful leadership team coaching from a series of team-building activities:

First, it uses live business choices as the training ground. When a leadership team arguments where to cut costs or how to manage a failing line of product, they are showing their real routines. An experienced coach helps them see those patterns in the moment, explore new ones, and then reflect.

Second, it takes note of the "space behind the space." Every leadership team has unspoken arrangements and bitterness. Possibly operations and sales prevent specific topics. Possibly the CEO dominates airtime. Leadership development at this level ends up being less about tools and more about guts and trust.

Third, it links straight to how they cascade behavior. You do not want a leadership team that behaves one way in their off-site, then returns to old practices in front of their individuals. In coaching, you clearly ask, "What will your teams see in a different way from you this month?" and after that examine back.

When you integrate strong leadership workshops for more comprehensive populations with deep leadership team coaching at the top, you begin to get positioning. Language and tools match in between levels. Senior leaders model what supervisors are being taught.

Designing leadership training as a series of experiments

Another shift that makes leadership training stick is moving from event-based programs to an experimentation mindset.

Instead of a two-day workshop that attempts to cover whatever, think in cycles. For example, a 90-day leadership sprint where leaders:

Attend a concentrated workshop on a couple of core leadership tools.

Choose 2 or 3 particular behaviors they will evaluate in their teams. Get lightweight coaching, peer assistance, or nudges throughout the cycle. Return to a reflection session to share results, adjust, and pick the next experiments.

You can still call this leadership training, however individuals experience it really differently. They see it as part of their work, not a break from it.

Experiments also minimize the worry of "getting it wrong." A leader might state, "For the next 4 weeks, I am going to try this new format for our Monday team conference. At the end, we will choose what to keep." That transparency reduces resistance and welcomes co-creation.

The examination changes too. Rather of asking just, "Did you like the workshop?", you ask, "What did you attempt? What happened? What would you do differently next time?" That is the language of practice, not consumption.

A useful pre-training checklist for real impact

If you are planning a new wave of leadership development, here is a simple checklist to utilize before you sign agreements or book spaces:

1. Can we articulate 3 to 5 concrete behaviors we expect to alter, in language you could film with a camera?
2. Have we recognized where these behaviors will live in existing routines, meetings, and routines?
3. Will participants leave with a little set of multiple-use leadership tools they can use the next day?
4. Are senior leaders visibly dedicated to using the very same tools and language?
5. Have we planned at least one follow-up touchpoint within 6 to 8 weeks to support application?

That is our second and last list. Each item looks nearly unimportant by itself. Avoiding any of them, particularly the last two, is where most programs start to leakage impact.

How to spread out leadership tools across the organization

Getting a group of 30 supervisors to adopt brand-new leadership tools is something. Spreading them across hundreds or countless individuals is another.

Here are a couple of patterns that help.

Treat early friends as co-designers, not simply participants. After the very first leadership workshops, ask them which tools they in fact used, what they adjusted, and what failed. Fine-tune the toolkit before you scale.

Make the tools visible in shared systems. Put one-to-one design templates, choice logs, and canvases into your intranet, partnership platforms, or HRIS, instead of concealing them in training folders. When somebody signs up with mid-cycle, they ought to quickly find "how we do leadership here."

Ask senior leaders to pick a small number of visible behaviors they will model regularly. For example, starting every significant conference by naming the wanted choice, or using the very same feedback script after huge discussions. People discover faster by watching than by reading.

Work with HR and operations to align incentives and processes. If you teach supervisors to prioritize development conversations however your efficiency system neglects development and only tracks numerical outcomes, they will feel dragged back into old habits.

Over-communicate success stories. When a team utilizes the new tools to untangle a conflict or accelerate a task, share the story. Not as propaganda, however as a concrete example of what "good leadership" appears like here.

Over time, the combination of clear expectations, shared tools, and noticeable modeling turns leadership development from an occasional task into a peaceful, ongoing shift in how people work.

Measuring what matters, not simply what is simple to count

The temptation with leadership training is to determine what is closest to hand: participation, satisfaction scores, completion rates. Those inform you something, but not the thing you really care about.

Three questions matter far more:

Are leaders doing anything differently?

Is the quality of discussions improving? Is there any impact on company outcomes that depend greatly on leadership behavior?

To respond to the first two, you can use a mix of self-report and 180 or 360 feedback, but keep it tight. Ask direct reports and peers whether learningpointgroup.com they have actually seen particular habits more often. For instance, "My supervisor holds regular one-to-ones that include time for my development" or "In conferences, we end up with clear choices and owners."

To connect leadership development to business results, select metrics that are plausibly influenced by leadership. That may be team engagement scores, regretted attrition, cycle times, or quality of cross-functional collaboration on critical projects.

Be sincere about attribution. Numerous factors influence these metrics. Your objective is not an ideal causal study, it is an affordable story backed by information: where we invested in leadership training and leadership team coaching anchored in practical tools, do we see much better outcomes than in comparable areas where we did not?

Over a year or more, the patterns become clearer. Senior stakeholders care less about slide decks and more about "this department embraced the toolkit completely and now has 30 percent lower regretted attrition among high performers."

When not to train, a minimum of not yet

One last hard-earned lesson: some companies are not ready for broad leadership training, no matter how excellent the content is.

If there is a major unsolved structural issue - such as continuous reorganizations, a hazardous senior leader who remains untouchable, or chaotic technique changes every few weeks - leadership training can feel like a distraction or perhaps a cover story.

In those circumstances, it can be more sincere and more efficient to begin with focused leadership team coaching at the top, or with targeted interventions on the most painful structural problems. As soon as there is some stability and trust that the company implies what it states, broader leadership development programs have a better chance of sticking.

Training multiplies what currently exists. In a relatively healthy system, it speeds up development. In a deeply unhealthy system, it in some cases magnifies frustration.

Bringing everything together

Leadership training that sticks is less about motivation and more about integration. You desire leaders to leave of a workshop not only thinking in a different way, however knowing exactly what to try in their next one-to-one, their next team conference, or their next tough conversation.

When leadership workshops are anchored in genuine work, when leadership team coaching assists senior people design the same tools, and when basic leadership tools spread out through the day-to-day regimens of the

organization, you close the space between intent and impact.

People stop saying, "We did that course in 2015," and start saying, "This is simply how we lead here."

Learning Point Group is full service consulting firm

Learning Point Group focuses on leadership development

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Learning Point Group focuses on organizational development

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Learning Point Group offers leadership boot camp

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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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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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Following a visit to [Vancouver Farmers Market](#) teams frequently focus on leadership team coaching leadership training leadership workshops leadership development and leadership tools to drive better results.