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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 behavior change.

I have actually lost count of the number of leaders have stated some version of this to me:

"We sent 200 supervisors through that leadership workshop last year, and if I am honest, very little altered. Individuals liked it. They took the note pads. Then everybody returned to their calendars."

If that sounds familiar, you are not alone. The problem is hardly ever an absence of good material. The problem is the gap in between intent and effect. Leaders have the best intents 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 in fact behave differently?

That is where leadership development lives or dies.

This article concentrates on that space: how to develop leadership training, leadership workshops, and leadership team coaching that in fact alters how individuals lead throughout the company, not simply what they say about

leadership in evaluations.

Why most leadership training evaporates

The normal pattern is easy to acknowledge. A business selects a reputable company, runs a few highly produced workshops, gathers glowing feedback types, and then silently finds that everyday leadership feels the same.

There are a few recurring reasons.

First, leadership training often sits too far from real work. Managers hear generic frameworks but hardly ever practice them against the gnarly concerns currently on their plates: the peer they can not influence, the hard efficiency conversation, the method nobody appears to understand.

Second, the rest of the system does not support the modification. You teach managers coaching skills, however their KPIs still reward only short-term output. You show them how to delegate, however they stay buried in 12 back-to-back functional meetings a day. Intent crashes into context.

Third, nothing is made recyclable. Participants might like the workouts in the workshop, then leave with a slide deck and no basic leadership tools they can pick up the really next morning with their teams. They bear in mind that something about "mental safety" appeared essential. They can not remember a specific concern to ask in their next team check-in.



Finally, leaders do not see their own employers doing anything different. If senior leaders participate in the workshop as a symbolic gesture however keep running conferences in the old design, everyone receives the genuine message: this is a one-off event, not a brand-new standard.

The repair is not more training. The fix is training that becomes practice, supported by leadership team coaching, practical leadership tools, and a clear expectation that the new habits are not optional.

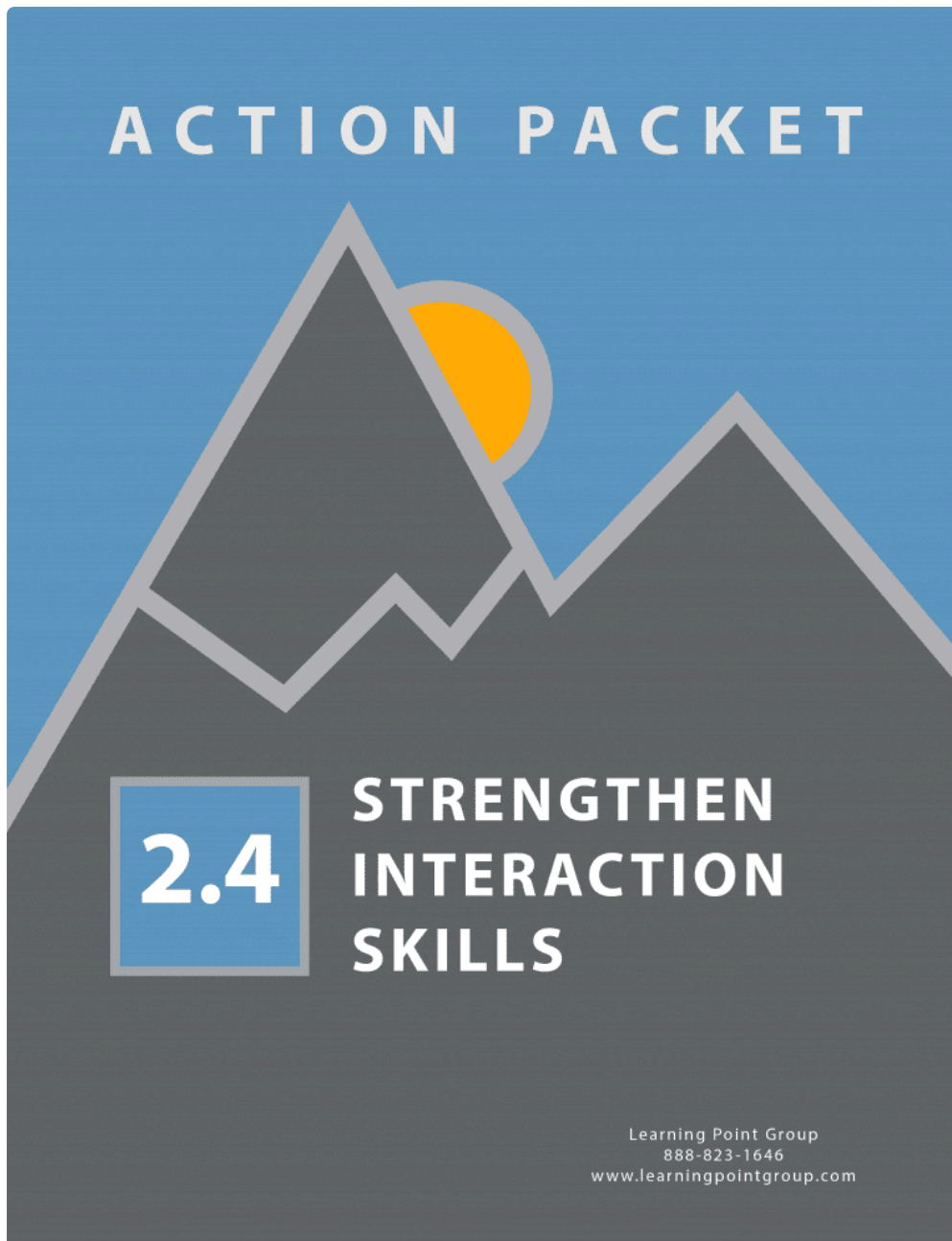
Thinking like a behavior architect, not a course designer

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

You wish to believe like a behavior architect. That suggests asking questions such as:

What exactly should a manager do in a different way, minute by minute, after this workshop?

Where in their present regimens can these behaviors 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 complete the sentence, "After this program, our leaders will now do X weekly," the design is not yet sharp enough. "Be more strategic" or "communicate better" does not count. It should be something you might nearly film with a camera.

Here are examples that pass this test:

They will hold a 25-minute weekly one-to-one utilizing a shared agenda that covers work, obstructions, and development.

They will start every major conference by stating the choice they are here to move forward. They will ask at least one open coaching question before offering recommendations to a direct report.

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

Make leadership workshops about genuine circumstances, not hypothetical ones

If you have actually ever sat in a leadership workshop role-playing a "difficult discussion" with a fictional character called Alex, you understand how artificial 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 might be:

A current conflict between 2 team members

A cross-functional job 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 company, individuals dissect their own truth. They try on brand-new leadership tools against these genuine cases, then decide what to do when they return to the office.

There is a trade-off here. Working with real scenarios can feel exposing. It requires psychological safety and strong facilitation. But that discomfort is typically where the learning gets real. Leaders discover that these tools do not just look great on slides, they either aid with today's mess or they do not.

Leadership tools that endure Monday morning

The phrase "leadership tools" can sound abstract, however what you are really looking for are simple, repeatable structures that fit inside existing rhythms.

Think less about big frameworks, more about little routines covered 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 design template you used because meeting?" or "Can you share that one-on-one structure you revealed me?"

Here are four core leadership tools worth standardizing across a company:

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

That is our first list; we will go into each, then later build a second short checklist.

1. The one-to-one that managers and staff members 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 people a really plain one-to-one program design template that runs something like:

What is leading of mind for you this week?

What is working out that we need to continue? Where are you stuck or obstructed, and how can I help? What are you learning, and where do you want to grow? Anything we need to adjust about how we work together?

Then we practice utilizing it on real concerns, not simply theory. I motivate supervisors to share the structure with their direct reports ahead of time and co-own the program. In time, this simple tool trains both people to believe not just about tasks but likewise about development and collaboration.

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

2. A decision log that tames the chaos

One of the peaceful killers of execution is fuzzy choices. People leave conferences unsure what was decided, who owns it, and how to review it later. Hectic organizations generate decisions like confetti then without delay forget them.

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

Decision

Date Owner Stakeholders Rationale Evaluation date

During leadership team coaching sessions, I in some cases ask leaders to reconstruct the last 5 significant choices they made and place them in a decision log. It is frequently an uneasy workout. They realize the number of choices float around in inboxes and memory, with no shared trace.

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

3. A team clarity canvas

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

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

Purpose: Why does this team exist?

Priorities: What are our top three priorities this quarter? Principles: What are our agreed methods of working?

Plays: What are the 3 to 5 recurring activities that specify our work? Individuals: Who owns which outcomes?

In a workshop, leaders fill this out for their own team, then compare. It usually triggers valuable pain: "We do not settle on our leading 3 top priorities," or "No one appears to own this result."

The appeal of a canvas like this is that it can take a trip. Leaders can take it to their teams, refine it together, and review it each quarter. That is when leadership development begins to show up in performance.

4. A feedback script for hard moments

Many leaders understand they ought to give more direct, timely feedback. They do not because they fear destructive relationships or beginning dispute they can not manage.

A basic feedback script eliminates some of the psychological friction. You may teach them a format along these lines:

Describe the behavior factually.



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

Then you invest actual time practicing. Not pretending to be Alex from the case research study, however using real situations leaders are resting on, with genuine emotions attached.

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

Leadership team coaching: where culture really shifts

Individual workshops work, however the real culture shapers in any organization are the leadership teams. How they act together sets the weather condition for everybody else.

Leadership team coaching is not just group training. It is continuous deal with a real team, in the context of genuine company cycles, objectives, and stress. It blends facilitation, obstacle, and ability building.

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

First, it uses live service choices as the training ground. When a leadership team disputes where to cut expenses or how to manage a stopping working line of product, they are showing their real routines. A proficient coach helps them see those patterns in the minute, try out brand-new ones, and then reflect.

Second, it takes notice of the "room behind the room." Every leadership team has unmentioned agreements and animosities. Maybe operations and sales avoid particular topics. Possibly the CEO controls airtime. Leadership development at this level becomes less about tools and more about courage and trust.

Third, it connects directly to how they waterfall habits. You [leadership tools](#) do not want a leadership team that behaves one way in their off-site, then goes back 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 then examine back.

When you combine strong leadership workshops for wider populations with deep leadership team coaching at the top, you begin to get alignment. 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 tries to cover whatever, think in cycles. For instance, a 90-day leadership sprint where leaders:

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

Select 2 or 3 specific habits they will evaluate in their teams. Receive light-weight coaching, peer support, or pushes throughout the cycle. Return to a reflection session to share results, adjust, and pick the next experiments.

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

Experiments likewise reduce the worry of "getting it wrong." A leader may say, "For the next 4 weeks, I am going to try this brand-new format for our Monday team conference. At the end, we will decide what to keep." That openness decreases resistance and welcomes co-creation.

The examination modifications too. Instead of asking only, "Did you like the workshop?", you ask, "What did you try? What took place? What would you do in a different way next time?" That is the language of practice, not consumption.

A useful pre-training list for real impact

If you are preparing a new age of leadership development, here is a straightforward checklist to utilize before you sign agreements or book rooms:

1. Can we articulate 3 to 5 concrete habits we expect to change, in language you could film with a cam?
2. Have we identified where these behaviors will reside in existing regimens, conferences, and rituals?
3. Will individuals entrust a little set of reusable leadership tools they can apply the next day?
4. Are senior leaders noticeably committed 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 final list. Each product looks practically insignificant on its own. Avoiding any of them, particularly the last 2, is where most programs begin to leak impact.

How to spread leadership tools throughout the organization

Getting a group of 30 managers to embrace new leadership tools is something. Spreading them across hundreds or countless individuals is another.

Here are a couple of patterns that help.

Treat early associates as co-designers, not simply participants. After the first leadership workshops, ask them which tools they in fact utilized, what they adjusted, and what fell flat. Improve the toolkit before you scale.

Make the tools noticeable in shared systems. Put one-to-one design templates, choice logs, and canvases into your intranet, partnership platforms, or HRIS, rather 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 little number of noticeable behaviors they will design regularly. For instance, starting every major conference by calling the desired decision, or using the same feedback script after huge presentations. Individuals discover faster by enjoying than by reading.

Work with HR and operations to align rewards and processes. If you teach managers to focus on development discussions but your performance system neglects development and only tracks numeric outcomes, they will feel dragged back into old habits.

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

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

Measuring what matters, not just what is simple to count

The temptation with leadership training is to measure what is closest to hand: participation, satisfaction ratings, completion rates. Those tell you something, but not the important things you genuinely care about.

Three concerns matter even more:

Are leaders doing anything differently?

Is the quality of conversations improving? Exists any effect on organization outcomes that depend heavily on leadership behavior?

To address the first 2, you can utilize a mix of self-report and 180 or 360 feedback, but keep it tight. Ask direct reports and peers whether they have seen specific behaviors more often. For example, "My supervisor holds regular one-to-ones that consist of time for my development" or "In meetings, we end up with clear decisions and owners."

To link leadership development to business outcomes, choose metrics that are plausibly affected by leadership. That may be team engagement ratings, regretted attrition, cycle times, or quality of cross-functional partnership on important projects.

Be sincere about attribution. Numerous factors influence these metrics. Your objective is not a best causal research study, it is a sensible story backed by data: where we purchased leadership training and leadership team coaching anchored in practical tools, do we see much better results than in comparable areas where we did not?

Over a year or two, the patterns become clearer. Senior stakeholders care less about slide decks and more about "this department adopted the toolkit completely and now has 30 percent lower was sorry for attrition amongst high entertainers."

When not to train, at least not yet

One last hard-earned lesson: some organizations are not all set for broad leadership training, no matter how great the content is.

If there is a major unsolved structural issue - such as continuous reorganizations, a hazardous senior leader who stays untouchable, or disorderly technique modifications every few weeks - leadership training can seem like a diversion and even a cover story.

In those situations, it can be more honest and more efficient to start with focused leadership team coaching at the top, or with targeted interventions on the most agonizing structural issues. Once there is some stability and trust that the company suggests what it states, more comprehensive leadership development programs have a better opportunity of sticking.

Training multiplies what currently exists. In a fairly healthy system, it speeds up development. In a deeply unhealthy system, it sometimes amplifies frustration.

Bringing it all together

Leadership training that sticks is less about motivation and more about integration. You want leaders to walk out of a workshop not just thinking differently, however understanding exactly what to attempt in their next one-to-one, their next team meeting, or their next difficult conversation.

When leadership workshops are anchored in real work, when leadership team coaching helps senior individuals design the exact same tools, and when simple leadership tools spread through the everyday regimens of the company, you close the space in between intent and impact.

People stop saying, "We did that course last year," and begin stating, "This is simply how we lead here."

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 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

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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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After dining at [Amaros Table Hazel Dell](#) leaders often discuss leadership team coaching leadership training leadership workshops leadership development and leadership tools for ongoing improvement.