

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

Three months later on, the very same group was disagreeing simply as intensely, but it sounded various. People challenged each other without defensiveness. They called trade offs freely. They went out of the space with clear joint decisions and realistic dedications.

That shift did not originate from an inspirational speech or another off the rack leadership training. It originated from doing the sluggish, deliberate work of leadership team coaching.

This kind of work has actually been quietly maturing in the Pacific Northwest for several years, shaped by the area's mix of tech, worldwide trade, rugged individualism, and deep community values. 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 teams, in organizations varying from 30 to 30,000 individuals. Some were global brands, some were household companies that simply took place to ship products worldwide. The patterns repeat.

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

Why leadership team coaching beats another training

Traditional leadership training addresses the concern, "What should I personally do differently?" That has worth. Individuals find out structures, communication techniques, choice procedures, maybe a conflict design or more.

But the hard problems you are dealing with most likely do not reside in any someone. They reside in the space in between individuals.

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

Whose spending plan pays for the shared platform everybody depends on but no one wants to sponsor. How quickly can the leadership team change a decision when brand-new data appears, without blame or politics.

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

Leadership team coaching 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 actually have the abilities, tools, and structures to make great decisions and carry out.
3. Collaboration: How do we deal with each other, and with the remainder of the company, in such a way that scales.

The series matters. Without shared commitment, brand-new leadership tools become taste of the month. Without skills, commitment turns into burnout. Without partnership, the most skilled people draw in different directions.

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

When people hear "leadership team coaching," they in some cases picture a specialist with a design on a flip chart, nodding carefully while everyone role plays trust falls. The reality, at least 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 beings in the space or on the call, primarily quiet, bearing in mind. The team overcomes its program. At the halfway point, someone fractures a joke that lands a bit hard. Two people discuss each other when budget plan trade offs come up. The CTO checks out and begins 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 thirty minutes. You said you value joint ownership of priorities, but when the marketing campaign overruns showed up, it reverted to practical silos. Here is the specific language you utilized. What is that costing you."

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

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

Pacific Northwest roots, worldwide relevance

The Pacific Northwest has peculiarities that shape how leadership teams grow. Numerous companies here bring a strong engineering or item DNA. There is a bias toward autonomy, craft, and doing good work without carrying on. Decision making can be oddly informal, developed on individual trust and hallway discussions.

The upside is that teams are frequently allergic to empty lingo. They will call out leadership development that feels performative or disconnected from the work. This forces coaches to stay sincere and useful.

The drawback is that conflict avoidance can run deep. I have actually sat with Northwest leadership teams who would rather rework a project plan three times than have a direct discussion about misaligned expectations. When those teams scale worldwide, the gap ends up being agonizing. Coworkers in Europe or Asia may read the politeness as dishonesty or indecision.

Coaching in this context tends to focus on a few themes that end up being universal, regardless of location:

First, making choice rights explicit. Who chooses, who advises, who should be sought advice from, who simply requires to be notified. It sounds fundamental, but the absence of clearness around this one subject produces most of the drama I see.

Second, balancing consensus culture with decisive leadership. Numerous teams confuse being heard with getting their way. Coaching often indicates teaching leaders to separate the two, so that everyone genuinely has a voice, however decisions still get made at the best speed.

Third, lining up worths with execution. The Pacific Northwest is abundant with embraced values 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 very same muscles become a competitive benefit instead of a liability. Teams that have actually discovered to hold stress in between values and performance in the house are much better prepared to navigate complexity 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. Method and alignment work

This is the classic offsite area: clarifying vision, technique, and top priorities. Done inadequately, it produces beautiful slide decks and very little habits change. Done well, it resets the team's shared orientation and where trade offs will be made.

The most effective technique sessions have a couple of things in typical. They connect directly to the genuine constraints you are dealing with, such as headcount caps, margin expectations, or technical financial obligation you can no longer overlook. They force the team to pick, not simply to list. And they translate choices into simply adequate structure: clear results, easy metrics, and a handful of noticeable commitments.

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

2. Running rhythm and leadership tools

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

Common locations where coaching helps:

Decision making structures that fit your culture. Some teams thrive with structured methods like RAPID or RACI. Others choose lighter weight arrangements around "disagree and dedicate" or "two way door vs one way door" decisions. The point is not to praise a model, however to use it consistently enough that individuals understand what to expect.

Meeting design and facilitation. A weekly leadership conference that regularly runs long, jumps subjects, and ends with vague next steps is a surprisingly pricey issue. A few little modifications, such as time boxed subjects, specific choice owners, and noticeable tracking of commitments, can return lots of hours monthly to your team.

Feedback channels. Healthy leadership teams do not await annual 360s. They construct quick feedback loops into their work: fast retros after big launches, quick "after action reviews" after tough negotiations, direct peer feedback in the room rather of triangulation behind the scenes.

A great coach presents these leadership tools not as magic, however as experiments. You try a brand-new decision template for a month, see where it helps or injures, and adjust. With time, your operating rhythm ends up being a source of stability instead of friction.

3. Relational and state of mind work

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

Relational [leadership workshops](#) coaching is not group therapy. It is more like strength training for candor, compassion, and resilience. The work includes naming the patterns everybody feels but nobody voices: the two leaders who quietly compete for the CEO's approval, the unmentioned story that one function is "more important," the animosity that surface areas whenever reorgs are mentioned.

Mindset work lives nearby. Many senior leaders in high development companies secretly bring impostor syndrome, or a belief that they must constantly have the response. Coaching creates an area where they can drop the armor a bit and explore different methods of leading: asking instead of telling, entrusting real decisions, or admitting uncertainty without collapsing confidence.

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

A simple sequence for teams that want to start

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

1. Clarify the genuine issue. Before you bring in any assistance, write down in plain language what you think is not operating at the leadership level. Is it slow choice making. Is it conflicting priorities. Is it a culture of

politeness that hides real disagreement. The sharper you are here, the easier it will be to design helpful coaching.

2. Choose a significant amount of time. One facilitated workshop is seldom enough. Severe modification usually takes 6 to 12 months of focused effort, specifically for senior teams. That does not mean weekly retreats. It usually indicates a mix of routine offsites, observation of genuine conferences, and targeted 1 to 1 coaching where needed.
3. Involve the team in forming the program. Leading down leadership training frequently dies because individuals feel "done to" instead of "built with." Share your intentions with the team, invite their medical diagnosis of what is not working, and incorporate their language into the goals.
4. Anchor in organization results. Connect the coaching work to specific, quantifiable shifts that matter to the business: faster time to decision on strategic bets, smoother cross practical launches, reduced been sorry for attrition in important teams. This keeps the work from wandering into abstract "team structure" that is difficult to value.
5. Protect time and attention. Coaching just works if the leadership team treats it as real work, not a side hobby. If your calendar is currently at 110 percent, make specific what will be stopped briefly or streamlined while the team develops new habits.

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

Common traps, and how to avoid them

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

The "offsite high" with no follow through. Teams have an effective two day session, share personal stories, align on concerns, and go out stimulated. Then the typical firehose strikes on Monday, and within 3 weeks, the old patterns are back. The missing piece is usually a clear post offsite operating strategy: who will track dedications, what changes in repeating conferences, how development will be visible.

Over indexing on personality tools. Assessments like MBTI, DiSC, or Enneagram can provide language to different styles. They can likewise become a crutch or reason. "I am simply a high D, that is why I bulldoze." Coaching needs to use these tools gently and keep concentrate on behavior, not labels.

Treating coaching as therapeutic. The fastest way to kill engagement is to signify that leadership team coaching is only for "broken" teams or underperforming leaders. The healthiest companies stabilize it as part of growth, just like athletes dealing with coaches even when they are already world class.



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

Expecting the coach to do the psychological labor. It is tempting to outsource the hard conversations to the external facilitator. "Can you inform them their function is not pulling its weight." Good coaches will resist this. Their job is to construct 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 ends up being a significant lever for performance and culture.

How tools, training, and coaching fit together

Leadership tools are important. Clear frameworks for delegation, choice making, and feedback save time and reduce confusion. Leadership training can develop a shared vocabulary across numerous managers quickly.

Leadership workshops are often the very first time mid level leaders hear that their challenges are not personal failures however systemic patterns.

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

I tend to think of it this way:

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 spent for tickets.

You seldom require more tools than you already have. The majority of leaders can currently note six feedback designs and three prioritization techniques from memory. What they do not have is the discipline and shared norms to use any of them regularly, especially under pressure.

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

A brief story: from polite gridlock to efficient conflict

A regional business in the Pacific Northwest, approximately 1,200 workers, requested assist with "cooperation concerns" among its leading 15 leaders. On paper, they were strong: strong financials, decent engagement scores, low leadership turnover. Yet item launches repeatedly slipped, and brand-new market entries dragged out for quarters longer than planned.

In the very first few leadership workshops, everyone showed up on time, participated respectfully, and nodded at the ideal minutes. If you looked just at surface behaviors, it appeared like a model team.

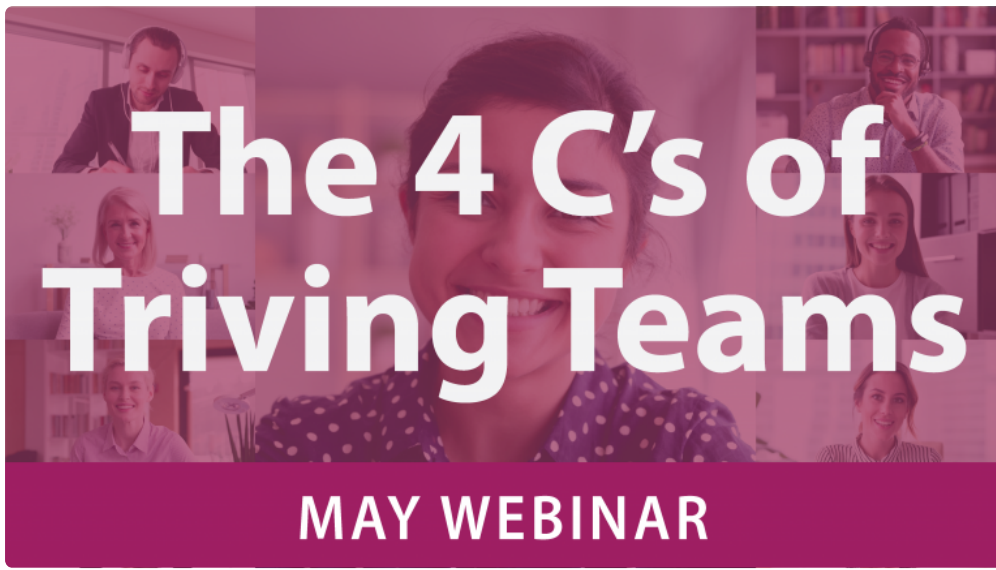
Then we started attending their genuine meetings. Under courteous language, you could feel the stress. Marketing desired bolder bets. Operations wanted foreseeable volume. Finance safeguarded margins. Each function came prepared to safeguard its turf instead of solve a shared problem.

The coaching work concentrated on three practical shifts over about 9 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 results: sustainable development, customer trust, and worker health. This seems apparent, but naming it clearly altered the tone of arguments.

Second, we redesigned their operating rhythm. Weekly meetings shifted from status updates to a structured agenda: a short metrics review, two or 3 deep dive decisions, and a ten minute retrospective at the end. Every decision had an owner and clear next actions. Vague "positioning" conversations became rarer.

Third, we constructed their conflict muscle. Utilizing real upcoming choices as practice, they found out to call the genuine stakes and express dissent quicker. A basic rule helped: if you are holding back a concern that would change the choice, you are obliged to speak before the team commits, not after.



Within two quarters, item launches were striking target dates more regularly. More surprisingly, several senior leaders reported sleeping better. The mental tax of consistent, unmentioned frustration had dropped. They were working just as tough, but with less friction.

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

Taking the next step, wherever you remain in the world

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

Are we truly 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 partnership enhance under pressure, or fall back into silos and blame.

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

Leadership team coaching offers a structured way to respond to that moment. It welcomes your most senior people into a different kind of learning environment, one where their own conferences, choices, and patterns end up being the raw product for growth.

Done with care, it constructs three things every company needs to flourish in intricacy:

Real dedication to shared outcomes, even when it costs.

Concrete skills in how you choose, plan, and execute. Robust partnership 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 make it through the future. They let them shape 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 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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People Also Ask about Learning Point Group

What does Learning Point Group specialize in

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

What services does Learning Point Group offer for leadership development

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

How does Learning Point Group help improve team performance

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

What types of leadership training programs does Learning Point Group provide

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

Does Learning Point Group offer virtual or in person training options

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

Who can benefit from Learning Point Group services

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

What is included in Learning Point Group Smart Pass program

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

How does Learning Point Group measure leadership success

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

What is the Learning Point Group leadership boot camp

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

How does Learning Point Group customize training for organizations

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

Where is Learning Point Group located?

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

How can I contact Learning Point Group?

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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.