

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

Three months later on, the exact same group was disagreeing just as intensely, but it sounded various. Individuals challenged each other without defensiveness. They called trade offs freely. They went out of the space with clear joint choices and realistic commitments.

That shift did not come from a motivational speech or another off the rack leadership training. It came from doing the sluggish, deliberate work of leadership team coaching.

This kind of work has been quietly developing in the Pacific Northwest for many years, formed by the region's mix of tech, international trade, rugged individualism, and deep neighborhood 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 companies varying from 30 to 30,000 individuals. Some were worldwide brands, some were household organizations that just occurred to deliver items worldwide. The patterns repeat.

Leadership development that in fact changes results is never almost the specific leader. It is about the team that leads together, and the system around them.

Why leadership team coaching beats one more training

Traditional leadership training answers the concern, "What should I personally do differently?" That has value. People find out structures, communication strategies, decision processes, possibly a dispute design or two.

But the hard problems you are facing most likely do not reside in any a single person. They reside in the area between individuals.

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

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

These are team issues. 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.

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Leadership team coaching concentrates 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 in fact have the abilities, tools, and structures to make good choices and carry out.
3. Collaboration: How do we work with each other, and with the remainder of the organization, in a manner that scales.

The sequence matters. Without shared commitment, brand-new leadership tools end up being taste of the month. Without skills, dedication turns into burnout. Without partnership, the most skilled individuals draw in different directions.

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

When people hear "leadership team coaching," they often imagine a consultant with a design on a flip chart, nodding sensibly while everybody role plays trust falls. The truth, at least in the most efficient 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 room or on the call, mostly peaceful, bearing in mind. The team works through its program. At the middle, somebody cracks a joke

that lands a bit difficult. 2 people discuss each other when budget plan trade offs come up. The CTO checks out and begins answering Slack messages.

Then the coach steps in. Not to lecture, however to mirror what just took place.

"Here is what I saw in the last thirty minutes. You stated you value joint ownership of concerns, but when the marketing project overruns showed up, it went back to functional silos. Here is the exact language you used. What is that costing you."

When this is succeeded, it feels surgical instead of shaming. The coach is not the hero of the story. The team is. The task is to make the surprise dynamics visible enough that the team can choose differently.

Offsites and leadership workshops still have a place, especially for much deeper resets or tactical planning. However the real bodybuilding takes place in the rhythm of real meetings, on real 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. Numerous business here carry a strong engineering or item DNA. There is a predisposition toward autonomy, craft, and doing good work without making a fuss. Decision making can be unusually casual, developed on personal trust and corridor conversations.

The benefit is that teams are typically adverse empty jargon. They will call out leadership development that feels performative or detached from the work. This forces coaches to remain sincere and practical.

The downside is that conflict avoidance can run deep. I have sat with Northwest leadership teams who would rather rework a project strategy three times than have a direct discussion about misaligned expectations. When those teams scale internationally, the gap ends up being unpleasant. Associates in Europe or Asia might read the politeness as dishonesty or indecision.

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

First, making decision rights specific. Who decides, who recommends, who need to be spoken with, who simply requires to be notified. It sounds basic, however the absence of clarity around this one topic produces most of the drama I see.

Second, balancing consensus culture with decisive leadership. Many teams puzzle being heard with getting their way. Coaching often implies mentor leaders to separate the 2, so that everybody genuinely has a voice, but choices still get made at the ideal speed.

Third, lining up worths with execution. The Pacific Northwest is rich with embraced worths about addition, sustainability, and neighborhood. Turning those into particular leadership habits is where coaching can be effective. How do you run a performance evaluation cycle that honors compassion and still holds a high bar. How do you integrate climate commitments into product roadmaps when shareholders are impatient.

When companies from this area broaden to other time zones and cultures, those very same muscles end up being a competitive advantage rather of a liability. Teams that have discovered to hold stress in between worths and performance in the house are better prepared to navigate intricacy abroad.

Three type of work every leadership team needs

Over time, I have concerned see leadership team coaching as three overlapping layers. The labels are less important than the work itself, however they [leadership team coaching](#) assist keep things clear.

1. Strategy and alignment work

This is the traditional offsite territory: clarifying vision, strategy, and top priorities. Done inadequately, it produces lovely slide decks and extremely little habits change. Succeeded, it resets the team's shared orientation and where trade offs will be made.

The most efficient strategy sessions have a few things in typical. They link directly to the genuine constraints you are facing, such as headcount caps, margin expectations, or technical financial obligation you can no longer overlook. They force the team to pick, not just to list. And they translate options into just sufficient structure: clear results, simple metrics, and a handful of noticeable commitments.

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

2. Running rhythm and leadership tools

Once the big options are made, the team needs an operating rhythm that does not chew up everyone's week. This is where useful leadership tools matter. Most teams are drowning in meetings, reports, and dashboards. They do not need more artifacts. They require a sharper knife.

Common places where coaching helps:

Decision making frameworks that fit your culture. Some teams thrive with structured techniques like RAPID or RACI. Others choose lighter weight arrangements around "disagree and devote" or "2 method door vs one way door" choices. The point is not to worship a design, however to utilize it regularly enough that people understand what to expect.

Meeting design and assistance. A weekly leadership meeting that routinely runs long, jumps subjects, and ends with vague next actions is a surprisingly expensive problem. A couple of little modifications, such as time boxed topics, explicit decision owners, and noticeable tracking of commitments, can return dozens of hours per month to your team.

Feedback channels. Healthy leadership teams do not wait on annual 360s. They construct fast feedback loops into their work: quick retros after huge launches, short "after action evaluations" after hard settlements, direct peer feedback in the space instead of triangulation behind the scenes.

An excellent coach presents these leadership tools not as magic, however as experiments. You try a new decision design template for a month, see where it assists or harms, and adjust. Over time, your operating rhythm becomes a source of stability rather of friction.

3. Relational and mindset work

This is the messy part, and it is where many technically dazzling teams struggle. You can have crisp technique and tidy procedures, however if your leaders do not trust each other, the maker grinds.

Relational coaching is not group treatment. It is more like strength training for candor, empathy, and durability. The work consists of naming the patterns everybody feels but nobody voices: the 2 leaders who silently complete for the CEO's approval, the unspoken story that a person function is "more important," the resentment that surfaces whenever reorgs are mentioned.

Mindset work lives nearby. Many senior leaders in high development organizations secretly carry impostor syndrome, or a belief that they need to always have the response. Coaching produces an area where they can drop the armor a bit and explore different methods of leading: asking instead of informing, entrusting genuine decisions, or admitting unpredictability without collapsing confidence.

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

An easy series for teams that want to start

If you are considering leadership team coaching, it assists to know what the early actions generally appear like. There is no ideal formula, however a simple, repeatable sequence typically works well.

1. Clarify the genuine issue. Before you generate any support, write down in plain language what you think is not working at the leadership level. Is it slow choice making. Is it conflicting top priorities. Is it a culture of politeness that conceals real dispute. The sharper you are here, the easier it will be to develop useful coaching.
2. Choose a meaningful timespan. One facilitated workshop is seldom enough. Serious modification usually takes 6 to 12 months of concentrated effort, especially for senior teams. That does not mean weekly retreats. It usually suggests a mix of regular offsites, observation of real conferences, and targeted 1 to 1 coaching where needed.
3. Involve the team in forming the agenda. Leading down leadership training frequently dies due to the fact that people feel "done to" instead of "developed with." Share your intents with the team, invite their medical diagnosis of what is not working, and incorporate their language into the objectives.
4. Anchor in company results. Connect the coaching work to specific, quantifiable shifts that matter to the business: faster time to decision on tactical bets, smoother cross functional launches, lowered been sorry for attrition in critical teams. This keeps the work from drifting into abstract "team building" that is difficult to worth.
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 already at 110 percent, make explicit what will be paused or simplified while the team constructs brand-new habits.



Handled by doing this, leadership development stops being a perk and begins being a crucial 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, specific traps appear over and over. Understanding them helps you guide around them.

The "offsite high" with no follow through. Teams have a powerful two day session, share personal stories, align on top priorities, and leave stimulated. Then the normal firehose hits on Monday, and within three weeks, the old patterns are back. The missing out on piece is normally a clear post offsite operating plan: who will track commitments, what modifications in repeating meetings, how progress will be visible.

Over indexing on personality tools. Assessments like MBTI, DiSC, or Enneagram can offer language to various styles. They can likewise end up being a crutch or reason. "I am simply a high D, that is why I bulldoze." Coaching must utilize these tools gently and keep concentrate on behavior, not labels.

Treating coaching as remedial. The fastest way to kill engagement is to signal that leadership team coaching is just for "broken" teams or underperforming leaders. The healthiest organizations normalize it as part of growth, just like professional athletes working with coaches even when they are currently world class.

Ignoring power dynamics. Not all voices in a leadership space bring the very same weight. If the CEO truly wants obstacle but automatically shuts it down with their responses, no amount of skill training for others will repair that. Reliable coaches are willing to work directly with the most powerful individuals in the room, not tiptoe around them.

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

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

How tools, training, and coaching fit together

Leadership tools are valuable. Clear frameworks for delegation, choice making, and feedback save time and reduce confusion. Leadership training can construct a shared vocabulary throughout many managers 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 personalizes 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 assists the band play in tune, in real time, in front of a live audience that paid for tickets.

You seldom need more tools than you already have. Many leaders can already note six feedback designs and three prioritization methods from memory. What they lack is the discipline and shared standards to utilize any of them consistently, especially under pressure.

That is where a coach, combined with intentional leadership development, can make the difference in between episodic excellence and reputable performance.

A quick story: from polite gridlock to efficient conflict

A local business in the Pacific Northwest, approximately 1,200 staff members, requested help with "partnership concerns" amongst its top 15 leaders. On paper, they were strong: solid financials, decent engagement scores, low leadership turnover. Yet item launches repeatedly slipped, and brand-new market entries dragged on for quarters longer than planned.

In the very first couple of leadership workshops, everyone showed up on time, took part respectfully, and nodded at the best moments. If you looked just at surface area habits, it appeared like a model team.

Then we began attending their real conferences. Under courteous language, you might feel the stress. Marketing wanted bolder bets. Operations desired predictable volume. Financing safeguarded margins. Each function came prepared to safeguard its turf rather than resolve a shared problem.

The coaching work focused on three practical shifts over about 9 months.

First, we reframed the purpose of the leadership team. Instead of "representing functions," they concurred that their main job together was to steward business level outcomes: sustainable development, consumer trust, and staff member health. This seems obvious, however naming it clearly altered the tone of disputes.

Second, we revamped their operating rhythm. Weekly meetings moved from status updates to a structured agenda: a brief metrics evaluation, two or three deep dive decisions, and a ten minute retrospective at the end. Every decision had an owner and clear next steps. Unclear "alignment" discussions became rarer.

Third, we constructed their conflict muscle. Using genuine upcoming choices as practice, they learned to name the genuine stakes and express dissent faster. A simple guideline assisted: if you are keeping back a concern that

would alter the decision, you are obliged to speak before the team devotes, not after.

Within 2 quarters, product launches were hitting target dates more regularly. More remarkably, numerous senior leaders reported sleeping much better. The mental tax of consistent, unspoken disappointment had dropped. They were working just as tough, however with less friction.

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

Taking the next action, wherever you remain in the world

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

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

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

If your sincere answers leave you anxious, that is not a sign of failure. It is an indication that your company has grown to the point where informal habits are no longer enough.

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

Done with care, it builds 3 things every company needs to flourish in intricacy:

Real commitment to shared outcomes, even when it costs.

Concrete proficiency in how you decide, prepare, and execute. Robust cooperation that can hold argument without breaking trust.

From the forests and ports of the Pacific Northwest to the teams you are leading around the globe, those are the structures 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

Learning Point Group provides coaching services

Learning Point Group delivers live virtual events

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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

Learning Point Group was awarded Best Leadership Workshops 2025

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

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How can I contact Learning Point Group?

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