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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 short on leadership training. They are short on habits change.

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

"We sent out 200 managers through that leadership workshop in 2015, and if I am sincere, not much changed. People liked it. They took the note pads. Then everyone returned to their calendars."

If that sounds familiar, you are not alone. The problem is hardly ever a lack of great content. The issue is the space between intent and impact. Leaders have the right objectives after a course. The genuine test comes 3 months later, being in a tense team conference or a tough one-to-one. Do they actually act differently?

That is where leadership development lives or dies.

This article focuses on that space: how to create 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 common pattern is simple to recognize. A company selects a reputable company, runs a couple of highly produced workshops, collects glowing feedback forms, and then quietly finds that everyday leadership feels the same.

There are a few recurring reasons.

First, leadership training frequently sits too far away from real work. Supervisors hear generic frameworks however hardly ever practice them versus the gnarly concerns currently on their plates: the peer they can not affect, the hard performance conversation, the strategy nobody seems to understand.

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

Third, absolutely nothing is made reusable. Individuals may like the exercises in the workshop, then leave with a slide deck and no basic leadership tools they can pick up the extremely next early morning with their teams. They bear in mind that something about "psychological safety" seemed crucial. They can not recall a specific concern to ask in their next team check-in.

Finally, leaders do not see their own bosses doing anything different. If senior leaders participate in the workshop as a symbolic gesture but keep running meetings in the old style, everybody receives the genuine message: this is a one-off occasion, not a new standard.

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

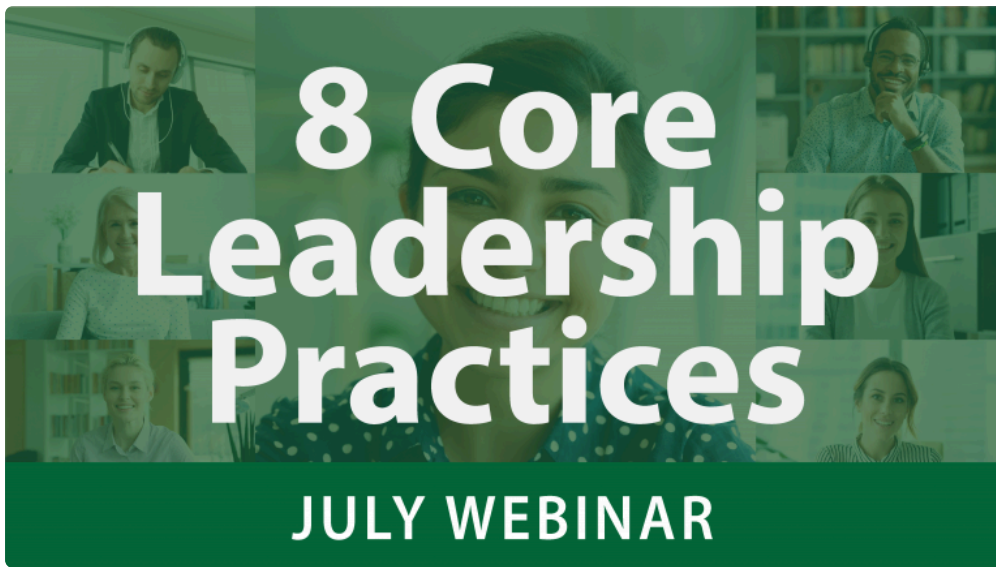
Thinking like a habits designer, not a course designer

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

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

What precisely ought to a manager do in a different way, minute by minute, after this workshop?

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



An easy test I utilize 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 strategic" or "interact better" does not count. It should be something you could nearly movie with a camera.

Here are examples that pass this test:

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

They will start every major meeting by specifying the decision they are here to move forward. They will ask a minimum of one open coaching concern before supplying suggestions to a direct report.

When leadership training gets anchored to day-to-day practices like these, your chances of genuine change jump dramatically.

Make leadership workshops about real situations, not hypothetical ones

If you have actually ever beinged in a leadership workshop role-playing a "hard conversation" with a fictional character called Alex, you know how artificial it can feel. People keep back. They are acting, not deciding.

The most reliable leadership workshops I have run or observed do something various: they ask participants to generate live product from their real leadership challenges.

That may be:

An existing conflict in between two team members

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

Instead of case research studies from another company, participants dissect their own truth. They try on brand-new leadership tools versus these genuine cases, then decide what to do when they go back to the office.

There is a compromise here. Dealing with genuine situations can feel exposing. It requires mental security and strong assistance. But that pain is frequently where the learning gets real. Leaders discover that these tools do not just look great on slides, they either assist with today's mess or they do not.

Leadership tools that make it through Monday morning

The phrase "leadership tools" can sound abstract, however what you are actually trying to find are basic, repeatable structures that fit inside existing rhythms.

Think less about huge structures, more about little habits wrapped in a format individuals can reuse with little effort. If you create those tools well, they will start to spread informally. People ask, "What was that design template you used in that conference?" or "Can you share that individually structure you showed me?"

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

1. A typical one-to-one template
2. A basic choice log
3. A team clearness canvas
4. A feedback script

That is our very first list; we will go into each, then later build a 2nd brief 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 unclear "catch-ups" that drift into status updates.

In leadership training, I like to hand individuals an extremely 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 should 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 should adjust about how we work together?

Then we practice using it on genuine problems, not simply theory. I motivate supervisors to share the structure with their direct reports ahead of time and co-own the agenda. In time, this basic tool trains both people to think not just about tasks however also about development and collaboration.

The secret is not the specific wording. It is the predictability. When individuals 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 decisions. Individuals leave meetings uncertain what was chosen, who owns it, and how to review it later. Hectic companies produce decisions like confetti then without delay forget them.

A decision log is completely basic. It can be a shared spreadsheet or a page in your cooperation tool with columns:

Decision

Date



Owner Stakeholders Rationale Evaluation date

During leadership team coaching sessions, I in some cases ask leaders to rebuild the last five significant choices they made and put them in a decision log. It is often an uneasy workout. They recognize the number of choices drift around in inboxes and memory, with no shared trace.

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

3. A team clearness canvas

When teams get stuck, the origin is typically 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 give leaders a very useful leadership tool to surface and decrease that ambiguity.

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

Purpose: Why does this team exist?

Concerns: What are our leading 3 top priorities this quarter? Principles: What are our agreed ways of working?

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

In a workshop, leaders fill this out for their own team, then compare. It typically triggers important pain: "We do not settle on our top 3 concerns," or "Nobody seems to own this result."

The charm of a canvas like this is that it can travel. Leaders can take it to their teams, improve it together, and review it each quarter. That is when leadership development starts to show up in performance.

4. A feedback script for difficult moments

Many leaders know they ought to offer more direct, timely feedback. They do not due to the fact that they fear harmful relationships or beginning conflict they can not manage.

A basic feedback script eliminates a few of the emotional friction. You might teach them a format along these lines:

Describe the habits factually.

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

Then you spend actual time practicing. Not pretending to be Alex from the case research study, but using actual scenarios leaders are sitting on, with real emotions attached.

Without practice, feedback designs remain in note pads. With repetition and coaching, they turn into a natural pattern of speech.

Leadership team coaching: where culture actually shifts

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

Leadership team coaching is not simply group training. It is continuous deal with a genuine team, in the context of real organization cycles, goals, and tensions. It blends assistance, difficulty, and ability building.

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

First, it uses live business decisions as the training ground. When a leadership team disputes where to cut expenses or how to handle a stopping working product line, they are showing their real habits. An experienced coach assists them see those patterns in the minute, explore new ones, and then reflect.

Second, it focuses on the "room behind the room." Every leadership team has unspoken arrangements and bitterness. Possibly operations and sales avoid certain topics. Perhaps the CEO controls airtime. Leadership development at this level ends up being less about tools and more about courage and trust.

Third, it links straight to how they waterfall behavior. You do not want a leadership team that acts one way in their off-site, then returns to old routines in front of their individuals. In coaching, you explicitly ask, "What will your teams see differently from you this month?" and then inspect back.

When you integrate strong leadership workshops for more comprehensive populations with deep leadership team coaching at the top, you begin to get alignment. Language and tools match between levels. Senior leaders design what managers 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, believe in cycles. For example, a 90-day leadership sprint where leaders:

Attend a concentrated workshop on a few core leadership tools.

Pick two or three particular behaviors they will test in their teams. Get light-weight coaching, peer support, or nudges during the cycle. Return to a reflection session to share results, adjust, and pick the next experiments.

You can still call this leadership training, however participants [leadership training](#) experience it extremely differently. They see it as part of their work, not a break from it.

Experiments likewise lower the fear of "getting it incorrect." A leader might state, "For the next 4 weeks, I am going to try this brand-new format for our Monday team conference. At the end, we will choose what to keep." That transparency lowers resistance and invites co-creation.

The examination modifications too. Rather of asking only, "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 practical pre-training list for real impact

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

1. Can we articulate 3 to 5 concrete habits we expect to alter, in language you could film with an electronic camera?
2. Have we determined where these behaviors will live in existing routines, meetings, and routines?
3. Will participants entrust to a small set of multiple-use leadership tools they can apply the next day?
4. Are senior leaders visibly dedicated to using the 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 practically insignificant by itself. Skipping any of them, specifically the last 2, is where most programs begin to leak impact.

How to spread leadership tools across the organization

Getting a group of 30 managers to embrace new leadership tools is one thing. Spreading them across hundreds or thousands of people is another.

Here are a few patterns that help.

Treat early friends as co-designers, not simply individuals. After the first leadership workshops, ask which tools they actually utilized, what they adapted, 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 must quickly find "how we do leadership here."

Ask senior leaders to choose a small number of noticeable behaviors they will model regularly. For example, beginning every significant conference by naming the desired decision, or utilizing the exact same feedback script after big presentations. Individuals learn faster by enjoying than by reading.

Work with HR and operations to align rewards and procedures. If you teach managers to prioritize development discussions but your performance system ignores development and only tracks numerical results, they will feel dragged back into old habits.

Over-communicate success stories. When a team utilizes the new tools to untangle a conflict or speed up a project, share the story. Not as propaganda, but 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 job into a peaceful, continuous 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, complete satisfaction scores, completion rates. Those inform you something, but not the important things you really care about.

Three questions matter much more:

Are leaders doing anything differently?

Is the quality of conversations improving? Is there any result on service outcomes that depend greatly on leadership behavior?

To answer the very first two, you can use a mix of self-report and 180 or 360 feedback, however keep it tight. Ask direct reports and peers whether they have actually seen particular habits more frequently. 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 link leadership development to organization results, pick metrics that are plausibly affected by leadership. That may be team engagement ratings, was sorry for attrition, cycle times, or quality of cross-functional cooperation on important projects.

Be honest about attribution. Many factors influence these metrics. Your goal 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 useful tools, do we see much better outcomes than in similar areas where we did not?

Over a year or more, the patterns end up being clearer. Senior stakeholders care less about slide decks and more about "this department adopted the toolkit fully and now has 30 percent lower was sorry for attrition amongst high performers."



When not to train, a minimum of not yet

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

If there is a major unsolved structural problem - such as consistent reorganizations, a hazardous senior leader who remains untouchable, or chaotic technique modifications every couple of weeks - leadership training can seem like an interruption or perhaps a cover story.

In those circumstances, it can be more sincere and more effective to begin with concentrated leadership team coaching at the top, or with targeted interventions on the most painful structural problems. Once there is some stability and trust that the organization implies what it says, broader leadership development programs have a better possibility of sticking.

Training multiplies what already exists. In a relatively healthy system, it accelerates growth. 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 combination. You desire leaders to leave of a workshop not just thinking differently, however knowing precisely what to try in their next one-to-one, their next team meeting, or their next hard 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 out through the daily regimens of the company, you close the space between intent and impact.

People stop stating, "We did that course last year," and begin stating, "This is just 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 provides customized learning solutions

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

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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.

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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.