

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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- Monday: 9:00 AM–6:00 PM
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- Friday: 9:00 AM–6:00 PM
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Every company has managers. Far less have real multipliers: leaders who systematically bring out more intelligence, initiative, and ownership in everybody around them.

The difference appears in painfully concrete methods. Two business with similar items and spending plans can wind up in completely different locations: one fighting fires and burning people out, the other shipping wise work, learning quickly, and retaining excellent people even in hard markets.

What separates them is rarely a single brave CEO. It is the way the leadership team operates as a system.

That is where leadership team coaching comes in. Succeeded, it turns a collection of strong people into a multiplier culture that makes high performance feel sustainable, not exhausting.

I will stroll through how that shift occurs in genuine organizations, where it gets messy, and what leadership training, leadership workshops, and leadership tools in fact move the needle.

From "Strong Managers" to a Multiplier Culture

Many senior teams have lots of capable supervisors who hit their personal targets. On paper, things look fine. Yet if you talk with people two or 3 layers down, you hear a different story:

People await signoff instead of making choices. Teams depend on a couple of "heroes" to resolve every tough problem. Projects stall in handoffs between departments. High performers get annoyed and begin looking elsewhere.

That is a culture of addition. Leaders include their own effort [leadership team coaching](#) and intelligence to the system, but they are not increasing the abilities of everyone else. It works for a while, particularly in smaller sized companies, however it does not scale.



A multiplier culture looks various. When you walk into a leadership conference, you notice a couple of things very rapidly:

People obstacle each other without posturing or defensiveness. The team is obsessed with clearness instead of control. Leaders invest more time on systems and less on individual heroics. Ownership pushes outside instead of collapsing upward.

The job of leadership development at this level is not to teach generic "executive existence". It is to rewire how the leadership team thinks, chooses, and finds out together so that multiplier habits become the norm.

Why Leadership Team Coaching Beats Lone-Ranger Training

Most companies invest in leadership training for individuals. That works approximately a point. A couple of days of leadership workshops, a strong 360-degree evaluation, a personal coach: those can help a leader become more self-aware and intentional.

The issue is context. A leader may leave a program influenced to delegate more, run much better meetings, or invite dissent. Then they return to a leadership team where:

Every decision is escalated to the same 2 executives. Meetings reward refined updates, not thoughtful dangers. People who speak out get subtle signals to "remain in their lane".

In that environment, new behaviors wither. The system is more powerful than the individual.

Leadership team coaching deals with the system directly. Rather of asking each leader to be an only hero, it deals with the leadership team as the primary system of modification. The focus shifts from "How are you leading your function?" to "How are we, together, forming a high-performance culture throughout this company?"

When that work is done well, you see compounding effects. A single modification in how the leadership team sets priorities, manages conflict, or designs learning ripples across hundreds or thousands of people.

A Quick Story: When the Team Became the Bottleneck

A few years earlier, I worked with a 600-person tech business that was having problem with development. Earnings was strong, clients more than happy, however almost every internal metric informed a various story. Cycle times were slowing, burnout was rising, and cross-team projects took twice as long as planned.

The CEO initially asked for leadership training for two vice presidents who were "not scaling." After a handful of conversations, it became clear the issue was broader. The whole executive team of 8 leaders had silently end up being the bottleneck.

Every significant decision streamed through their weekly meeting. They used that time to examine status updates, react to surprises, and appoint jobs. Nobody entrusted real clearness on tradeoffs or ownership. Directors spent their weeks interpreting vague top priorities and attempting not to step on other teams' toes.

We shifted from specific coaching to leadership team coaching. For the first 3 months, we focused only on the executive team's own practices:

How they set priorities. How they discussed. How they interacted choices. How they responded when things went wrong.

There was no huge inspirational launch. We simply changed how this small group worked together.

Six months later, a customer-facing cross-functional effort that formerly would have taken nine months shipped in four and a half. Not because people worked longer hours, but due to the fact that:

Directors had clear decision rights. Reliances were emerged early rather of in crisis. Leaders stopped rescinding authority at the very first indication of trouble.

That is the multiplier impact in practice. When the leadership team changes how it leads, everything below it changes faster and with less friction.

Four Common Ways Leaders Mistakenly Reduce Performance

Most leaders do not awaken and decide to stifle initiative. They do it unintentionally, frequently as a result of what made them successful in earlier roles. In team coaching sessions, there are 4 patterns that appear again and again.

First, overhelping. A leader who built their career as an issue solver keeps jumping in with responses. Their intentions are good, but their team stops wrestling with difficult problems. I remember a COO who prided himself on answering Slack messages within five minutes. His team enjoyed his accessibility, however they were preventing hard calls due to the fact that they knew he would eventually step in.

Second, unnoticeable clearness spaces. The leadership team thinks top priorities are obvious. Individuals on the ground see completing directions and shifting expectations. When I talked to supervisors in one business, 6

different meanings of "top concern" emerged, all originating from the very same executive team.

Third, misaligned rewards in between leaders. One executive is rewarded for growth, another for expense control, another for threat decrease. Without explicit alignment, they combat quiet grass wars. Their teams do the same, and cooperation becomes a settlement rather of a shared problem-solving effort.

Fourth, worry of wasted time. Leaders prevent deep discussions about how they collaborate because "we have real work to do." Paradoxically, this suggests they never ever fix the very patterns that waste the most time: uncertain ownership, repetitive disputes, sloppy handoffs.

Good leadership team coaching surface areas these patterns without blame. The goal is not to discover a bad guy, but to make the invisible noticeable so the team can select something better.

What Efficient Leadership Team Coaching In Fact Looks Like

A great deal of individuals hear "coaching" and visualize an inspirational speaker or a couple of mild concerns about sensations. Effective leadership team coaching is far more structured and concrete.

Most engagements I have seen work best when they mix 3 ingredients.

The initially is real-time observation. The coach sits in on actual leadership meetings and views how decisions get made. Who speaks first and last. How dispute is surfaced or avoided. How unclear dedications are or are not challenged. This provides everyone a shared mirror instead of counting on self-reporting.

The second is focused leadership workshops customized to the team's genuine issues. These are not generic talks about "interaction abilities." They might dive into subjects like choice architecture, positive conflict, or tactical prioritization, always anchored in the team's current company challenges.

The 3rd is continuous practice and feedback. In between workshops, leaders attempt small experiments in how they run conferences, share information, or offer feedback. The coach assists them debrief, notice patterns, and adjust. Gradually, this ends up being a discipline, not a one-off event.

When those three pieces are present, leadership development stops being abstract. It ends up being straight tied to the offers you win, the items you ship, and individuals you keep.

Building the Foundations: Safety, Clarity, and Candor

There are unlimited leadership tools out there, but most of them rest on a couple of foundational conditions. Without these, no amount of training will stick.

Psychological safety is the very first. On a high-performing leadership team, individuals can admit they do not know, change their minds, or challenge a peer's idea without worry of embarrassment or payback. That does not suggest everyone is gentle or constantly comfy. It implies the cost of speaking the reality is lower than the cost of remaining silent.

Clarity is the 2nd. Teams that move quick understand what video game they are playing and how they will keep rating. They know the difference between a concept and a preference, between a reversible choice and an irreparable one. Clarity drastically reduces the need for control.

Candor is the third. Numerous senior teams are respectful however opaque. Real sensations come out in side discussions after the conference. Coaching concentrates on assisting the team bring those discussions into the room, in a way that remains respectful and concentrated on the work.

When security, clearness, and candor improve, everything else gets easier. Performance discussions feel less like ambushes and more like joint problem solving. Method discussions turn from discussions into debates. Individuals lower in the company see that it is safe to inform the fact about threats and failures.

A Shared Language for Leadership

One underappreciated benefit of leadership training and leadership workshops is the creation of a shared language. Without that, every leader carries their own mental model of "excellent leadership," got from previous employers or books.

During team coaching, I frequently present a small set of leadership tools and frameworks, then encourage the team to customize and adopt them. The objective is not intellectual novelty. It is to give individuals a compact method to talk about complicated situations.

For example, a team might adopt a basic set of choice types, such as:

Recommend - where a group proposes and a single leader chooses. Concur - where all key stakeholders need to line up before moving. Speak with - where input is collected however someone has last word. Notify - where the choice is made somewhere else but needs to be shared.

Once everybody knows these terms, a leader can state, "This employing procedure is stuck due to the fact that we are treating it like Agree when it ought to be Recommend." In ten seconds, they surface a structural problem that may have taken weeks of aggravation and unclear authority.



Shared language is a force multiplier. It lowers friction, reduces misconception, and makes it much easier to spot and fix recurring issues.

Simple Practices That Change How a Leadership Team Operates

Many leadership development efforts stop working since they remain theoretical. The genuine advancement originates from little, repeatable practices that hardwire new behavior into the calendar.

Here are a few useful rituals that have made the most significant difference across leadership teams I have worked with:

- A "decision log" for the leadership team, noticeable to all supervisors, where every major decision includes what was chosen, why, who owns it, and when to revisit.
- A five-minute "learning loop" at the end of weekly leadership conferences: what did we learn this week, and what do we want to attempt differently next week.
- Rotating assistance of leadership meetings so that no single leader is always in charge of the agenda and airtime.
- Quarterly "culture retrospectives" where the team reviews a few genuine occurrences and asks: What did our response teach the company about what we value.
- A rule that any top priority or method modification need to be recorded in composing within 24 hours and shown a clear "this replaces that" statement.

Each of these is basic. None requires brand-new software application or a big budget. Yet when practiced consistently, they shift the lived experience of everybody who reports to the leadership team.

Leadership Workshops vs Ongoing Practice

Organizations sometimes ask whether they must focus on leadership workshops or longer-term leadership team coaching. The very best response depends upon their goals and constraints.

Short, intensive workshops are effective for creating shared understanding and momentum. They are perfect when:

You are beginning a brand-new method and need alignment. You are onboarding a number of new leaders at the same time. You need to reset after a merger, reorg, or major crisis.

The limitation is sturdiness. Without follow-through, even the best workshop becomes a pleasant memory. People fall back into familiar grooves, specifically under pressure.

Ongoing leadership team coaching, on the other hand, is more about habits gradually. It is slower and often less attractive, however it embeds new practices into the operating system of the company. You might not get the same "huge occasion" energy, however 6 or twelve months later on, you see measurable changes in how choices are made and how individuals feel about working there.

A practical method is to integrate them. Usage leadership workshops to compress learning and produce a shared starting point. Then use coaching, check-ins, and structured experiments to make sure that learning improves real behavior.

A 90-Day Roadmap to Move From Managers to Multipliers

If you are ready to shift your leadership team from a collection of capable supervisors to a true multiplier culture, it assists to think in concrete timeframes. Ninety days is enough to build momentum without pretending you will transform everything overnight.

Here is one method to structure those first three months:

- Weeks 1 to 3: Identify how the leadership team really operates. Run short, confidential interviews throughout levels. Observe a few leadership meetings. Gather examples of current decisions, misalignments, and successes.
- Weeks 4 to 6: Hold a focused leadership workshop to share the findings, align on a small number of crucial behavior shifts, and agree on two or three useful rituals or leadership tools to start using.

- Weeks 7 to 9: Practice and observe. Leaders explore the brand-new rituals in real conferences and decisions. A coach or internal facilitator gathers feedback and reflects back what is working and where friction remains.
- Weeks 10 to 12: Adjust and commit. The team refines the brand-new habits, clarifies any remaining decision-rights confusion, and chooses what to keep, what to change, and what to stop.
- End of 90 days: Share the story. The leadership team interacts to the broader organization what they have actually altered in how they lead, why it matters, and what people can anticipate next.

After those 90 days, the work is not "done." However the team will have proof that modification is possible and helpful. That develops the motivation to keep going instead of drifting back to old patterns.

Common Risks and How to Avoid Them

Every leadership team coaching effort hits bumps. A few patterns come up so often that it is worth calling them directly.

Token involvement from a couple of senior leaders can silently undermine the whole effort. When somebody consistently shows up late, checks email, or deals with the work as optional, others keep in mind. The repair is not shaming, but a direct conversation at the level of the entire team: "If we state this matters but we do not all show up, we are teaching the company that this is theater."

Overengineering the procedure is another danger. Some teams try to present complex frameworks and dashboards before they have nailed basic basics like clear programs, choices jotted down, and transparent follow-up. In my experience, it is much better to master a couple of basic disciplines than to meddle sophisticated methods you can not sustain.

There is likewise the "coaching as treatment" trap. While emotions and history do matter, leadership team coaching is not group therapy. If conversations stay simply at the level of sensations without linking to decisions, habits, and organization outcomes, individuals lose patience. The most reliable sessions move fluidly in between relational dynamics and concrete work.

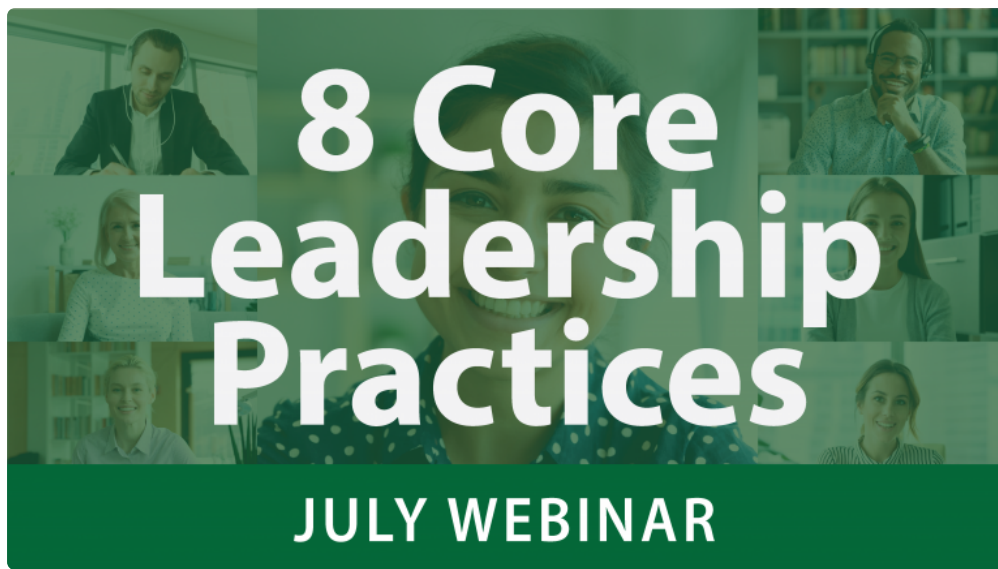
Finally, it is simple to forget the middle layer. Directors and senior supervisors typically feel the effect of leadership team changes most acutely. If they are not brought along, misconceptions fill the vacuum. Bringing them into parts of the leadership training, or at least sharing the new norms and tools explicitly, prevents that gap from widening.

Measuring Progress Without Turning to Vanity Metrics

Leaders like data. They also know how quickly metrics can be gamed. When examining leadership development and leadership team coaching, I tend to take a look at a mix of qualitative and quantitative signals instead of a single score.

On the quantitative side, I take note of things like time-to-decision on cross-functional issues, worker engagement ratings particularly related to trust and clarity, was sorry for attrition in key teams, and the portion of promotions filled internally. None of these is simply "caused" by leadership coaching, however taken together, they show whether the system is getting healthier.

On the qualitative side, corridor conversations and skip-level interviews are gold. Are individuals explaining leadership conferences as helpful or draining pipes. Do supervisors feel basically empowered to make calls without constant escalation. Are teams emerging bad news earlier.



One basic concern I frequently use with leadership teams after six months is this: "What are we able to speak about now, constructively, that we could not discuss a year ago?" The responses to that question generally reveal the genuine cultural shift.

When Leadership Team Coaching Is Not the Right Move

Sometimes, leaders reach for coaching when the genuine problem is different.

If there is a basic misalignment at the very top, such as a CEO and board with clashing visions or a senior leader participated in regularly hazardous behavior that goes unaddressed, no quantity of coaching will repair it. That is a responsibility and governance problem.

If the company remains in instant existential crisis, you may not have the capacity for deep cultural work. You may require a wartime footing for a few months. That stated, how leaders behave under crisis still sends effective signals about what type of culture they desire afterward.

And if the leadership team is not going to look truthfully at its own contribution to current issues, coaching tends to end up being a performative box-ticking exercise. I always ask early on: "Are you ready to find that you belong to the problem, not just the solution?" If the response is no, you are not all set genuine coaching.

From Individual Proficiency to Collective Responsibility

The most encouraging shift I see when leadership team coaching truly lands is a move from private heroism to collective responsibility.

Instead of, "My function is fine, the problem is over there," leaders start saying, "We developed this together, so we will repair it together." Instead of searching for the one dazzling hire or the perfect leadership workshop, they purchase the sluggish, often uneasy work of improving how they operate as a unit.

That is where managers end up being multipliers. Not because they all of a sudden acquire a new character, but due to the fact that they line up around a shared method of leading that invites more ownership, more learning, and more courage from everybody around them.

When the leadership team really lives that way, high-performance cultures stop being mottos on the wall and begin appearing in how individuals feel strolling into work on Monday morning.

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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?

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How can I contact Learning Point Group?

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