

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
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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 "7 fiefdoms sharing a calendar." No one said it that candidly, however you could feel it. Sales blamed Operations. Operations blamed Item. HR sat quietly, hoping the storm would pass.

Three months later, the very same group was disagreeing just as strongly, however it sounded different. People challenged each other without defensiveness. They named trade offs openly. They walked out of the space with clear joint choices and practical commitments.

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

This type of work has been quietly growing in the Pacific Northwest for many years, formed by the region's mix of tech, worldwide trade, rugged individualism, and deep community worths. Increasingly, those lessons are taking a trip far beyond Oregon, Washington, and British Columbia.

What follows comes from that ground level experience: dozens of executive teams, mid level leadership groups, and cross practical teams, in companies ranging from 30 to 30,000 people. Some were international brand names, some were household organizations that just occurred to deliver items worldwide. The patterns repeat.

Leadership development that in fact alters outcomes is never ever practically the specific leader. It is about the team that leads together, and the system around them.

Why leadership team coaching beats another training

Traditional leadership training responds to the concern, "What should I personally do differently?" That has value. Individuals learn structures, communication strategies, decision processes, possibly a conflict model or 2.

But the tough problems you are facing most likely do not live in any someone. They live in the space in between people.

Who really owns client results when Marketing, Product, and Engineering all touch the same metrics.

Whose budget plan pays for the shared platform everyone depends on however no one wants to sponsor. How rapidly can the leadership team alter a decision when brand-new data shows up, without blame or politics.

These are team problems. 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.

Leadership team coaching focuses 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 really 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 company, in such a way that scales.

The series matters. Without shared commitment, brand-new leadership tools end up being flavor of the month. Without competence, commitment becomes burnout. Without cooperation, the most competent individuals draw in various directions.

What coaching appears like in reality, not on a slide

When people hear "leadership team coaching," they sometimes imagine a consultant with a model on a flip chart, nodding carefully while everybody role plays trust falls. The reality, a minimum of in the most reliable work I have seen, is more grounded and more uncomfortable.

Picture this: your weekly executive meeting is taking place as usual. A coach sits in the space or on the call, mostly quiet, bearing in mind. The team resolves its agenda. At the halfway point, somebody cracks a joke that lands a bit hard. 2 individuals discuss each other when budget trade offs come up. The CTO checks out and starts answering Slack messages.

TEAM LEADER ROADMAP

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Then the coach steps in. Not to lecture, however to mirror what simply happened.

"Here is what I saw in the last thirty minutes. You stated you worth joint ownership of priorities, however when the marketing campaign overruns showed up, it went back to practical silos. Here is the specific language you utilized. What is that costing you."

When this is done well, it feels surgical instead of 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 pick differently.

Offsites and leadership workshops still belong, particularly for deeper resets or strategic preparation. But the genuine bodybuilding happens in the rhythm of genuine conferences, on real problems. Practice on the task, with a mirror, beats simulated practice every time.

Pacific Northwest roots, worldwide relevance

The Pacific Northwest has peculiarities that shape how leadership teams grow. Many business here bring a strong engineering or product DNA. There is a bias towards autonomy, craft, and doing good work without making a fuss. Choice making can be oddly casual, developed on individual trust and hallway discussions.

The advantage is that teams are often adverse empty jargon. They will call out leadership development that feels performative or disconnected from the work. This forces coaches to remain sincere and useful.

The disadvantage is that conflict avoidance can run deep. I have sat with Northwest leadership teams who would rather revamp a task plan three times than have a direct discussion about misaligned expectations. When those teams scale worldwide, the space ends up being unpleasant. Associates in Europe or Asia might check out the politeness as dishonesty or indecision.

Coaching in this context tends to concentrate on a couple of styles that turn out to be universal, regardless of location:

First, making decision rights specific. Who chooses, who recommends, who needs to be spoken with, who simply needs to be notified. It sounds standard, however the absence of clarity around this one subject produces most of the drama I see.

Second, balancing consensus culture with definitive leadership. Many teams puzzle being heard with getting their way. Coaching often indicates teaching leaders to separate the two, so that everyone genuinely has a voice, but decisions still get made at the ideal speed.

Third, aligning values with execution. The Pacific Northwest is rich with espoused worths about addition, sustainability, and community. Turning those into particular leadership habits is where coaching can be effective. How do you run an efficiency evaluation cycle that honors empathy and still holds a high bar. How do you incorporate climate dedications into item roadmaps when shareholders are impatient.

When business from this region broaden to other time zones and cultures, those same muscles end up being a competitive advantage rather of a liability. Teams that have actually learned to hold tension between values and performance in the house are much better prepared to browse intricacy abroad.

Three sort of work every leadership team needs

Over time, I have come to see leadership team coaching as 3 overlapping layers. The labels are lesser than the work itself, but they help keep things clear.

1. Method and positioning work

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

The most reliable strategy sessions have a few things in typical. They link directly to the genuine restrictions you are facing, such as headcount caps, margin expectations, or technical financial obligation you can no longer overlook. They require the team to pick, not simply to list. And they translate choices into just adequate structure: clear results, basic metrics, and a handful of visible commitments.

A coach's job here is to keep the team sincere. When a room full of wise leaders wants to "do whatever," the coach is the one who asks, "What will you state no to, in plain language, so your individuals 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 everybody's week. This is where practical leadership tools matter. A lot of teams are drowning in conferences, reports, and dashboards. They do not need more artifacts. They need a sharper knife.

Common locations where coaching helps:

Decision making structures that fit your culture. Some teams thrive with structured approaches like RAPID or RACI. Others choose lighter weight arrangements around "disagree and dedicate" or "two way door vs one method door" decisions. The point is not to praise a design, however to utilize it regularly enough that people understand what to anticipate.



Meeting design and assistance. A weekly leadership meeting that routinely runs long, leaps topics, and ends with vague next steps is a surprisingly expensive problem. A couple of small changes, such as time boxed subjects, explicit choice owners, and visible tracking of commitments, can return lots of hours each month to your team.

Feedback channels. Healthy leadership teams do not wait for yearly 360s. They construct fast feedback loops into their work: fast retros after huge launches, brief "after action reviews" after hard negotiations, direct peer feedback in the space instead of triangulation behind the scenes.

A good coach presents these leadership tools not as magic, but as experiments. You attempt a brand-new choice template for a month, see where it helps or hurts, and adjust. Gradually, your operating rhythm ends up being a source of stability instead of friction.

3. Relational and frame of mind work

This is the messy part, and it is where many technically dazzling teams battle. You can have crisp method and tidy processes, but if your leaders do not rely on each other, the maker grinds.

Relational coaching is not group therapy. It is more like strength training for sincerity, empathy, and durability. The work includes calling the patterns everyone feels however nobody voices: the two leaders who quietly compete for the CEO's approval, the unmentioned story that a person function is "more important," the animosity that surface areas whenever reorgs are mentioned.

Mindset work lives nearby. Many senior leaders in high growth organizations secretly carry impostor syndrome, or a belief that they should constantly have the response. Coaching develops a space where they can drop the armor a bit and experiment with different methods of leading: asking instead of telling, handing over genuine choices, or admitting uncertainty without collapsing confidence.



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

A basic series for teams that wish to start

If you are considering leadership team coaching, it helps to understand what the early steps typically appear like. There is no ideal formula, but a simple, repeatable series often works well.

1. Clarify the real problem. Before you generate any assistance, jot down in plain language what you believe is not operating 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 much easier it will be to develop useful coaching.
2. Choose a significant amount of time. One helped with workshop is rarely enough. Serious change normally takes 6 to 12 months of focused effort, specifically for senior teams. That does not imply weekly retreats. It typically implies a mix of regular offsites, observation of genuine meetings, and targeted 1 to 1 coaching where needed.
3. Involve the team in shaping the program. Leading down leadership training often dies due to the fact that people feel "done to" rather than "built with." Share your intents with the team, invite their diagnosis of what is not working, and integrate their language into the goals.
4. Anchor in business outcomes. Tie the coaching work to particular, measurable shifts that matter to the company: faster time to decision on strategic bets, smoother cross functional launches, reduced regretted attrition in crucial teams. This keeps the work from drifting into abstract "team structure" that is difficult to value.
5. Protect time and attention. Coaching only works if the leadership team treats it as genuine work, not a side hobby. If your calendar is currently at 110 percent, make specific what will be stopped briefly or simplified while the team constructs new habits.

Handled by doing this, 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 enduring more leadership workshops and coaching engagements than I can count, specific traps appear over and over. Knowing them helps you guide around them.

The "offsite high" without any follow through. Teams have a powerful two day session, share personal stories, align on concerns, and walk out stimulated. Then the regular firehose hits on Monday, and within 3 weeks, the old patterns are back. The missing out on piece is normally a clear post offsite operating strategy: who will track commitments, what changes in repeating meetings, how progress will show up.

Over indexing on personality tools. Evaluations like MBTI, DiSC, or Enneagram can give language to various styles. They can also become a crutch or excuse. "I am simply a high D, that is why I bulldoze." Coaching needs to use these tools gently and keep focus on habits, not labels.

Treating coaching as restorative. The fastest method to kill engagement is to indicate that leadership team coaching is only for "damaged" teams or underperforming leaders. The healthiest companies stabilize it as part of growth, similar to athletes dealing with coaches even when they are already world class.

Ignoring power dynamics. Not all voices in a leadership space bring the same weight. If the CEO truly desires challenge however unconsciously shuts it down with their reactions, no amount of skill training for others will fix that. Effective coaches are willing to work straight with the most effective individuals in the room, not tiptoe around them.

Expecting the coach to do the emotional labor. It is appealing to contract out the hard conversations to the external facilitator. "Can you inform them their function is not pulling its weight." Excellent coaches will resist this. Their task is to build your team's capability to have those conversations yourselves.

When you prevent these traps, leadership training stops being a line product on a spending plan and ends up being a significant lever for efficiency and culture.

How tools, training, and coaching fit together

Leadership tools are important. Clear structures for delegation, decision making, and feedback conserve time and decrease confusion. Leadership training can develop a shared vocabulary throughout numerous managers quickly. Leadership workshops are often the very first time mid level leaders hear that their challenges are not individual failures however systemic patterns.

Coaching ties all of this together. It tailors tools to your truth, reinforces training on the job, and adapts workshops into sustainable routines instead of one time events.

I tend to think about it by doing this:

Leadership tools are the instruments. Leadership training teaches individuals 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 hardly ever need more tools than you currently have. Many leaders can currently note 6 feedback models and three prioritization techniques from memory. What they lack is the discipline and shared [leadership tools](#) standards to utilize any of them consistently, particularly under pressure.

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

A quick story: from respectful gridlock to productive conflict

A local company in the Pacific Northwest, roughly 1,200 employees, requested help with "cooperation issues" among its leading 15 leaders. On paper, they were strong: strong financials, decent engagement ratings, low leadership turnover. Yet product launches repeatedly slipped, and brand-new market entries dragged on for quarters longer than planned.

In the first few leadership workshops, everybody appeared on time, participated respectfully, and nodded at the ideal moments. If you looked just at surface behaviors, it looked like a design team.

Then we began attending their genuine meetings. Under respectful language, you could feel the stress. Marketing wanted bolder bets. Operations desired predictable volume. Finance secured margins. Each function came prepared to safeguard its grass instead of fix a shared problem.

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

First, we reframed the function of the leadership team. Rather than "representing functions," they concurred that their main job together was to steward business level results: sustainable development, customer trust, and employee health. This appears apparent, however calling it explicitly altered the tone of debates.

Second, we redesigned their operating rhythm. Weekly conferences shifted from status updates to a structured program: a brief metrics evaluation, two or 3 deep dive decisions, and a ten minute retrospective at the end. Every decision had an owner and clear next steps. Unclear "positioning" conversations ended up being rarer.

Third, we built their dispute muscle. Using real upcoming decisions as practice, they learned to name the genuine stakes and express dissent quicker. A simple guideline helped: if you are holding back a concern that would alter the decision, you are bound to speak before the team dedicates, not after.

Within two quarters, product launches were striking target dates more regularly. More remarkably, numerous senior leaders reported sleeping better. The psychological tax of consistent, unmentioned aggravation had dropped. They were working just as hard, however with less friction.

None of this was magic. It was the cumulative effect of focused leadership team coaching, useful leadership development, and a willingness to trade convenience for effectiveness.

Taking the next step, any place you remain in the world

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

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

Do our leadership tools and leadership training in fact appear 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 sincere responses leave you anxious, that is not an indication of failure. It is an indication that your organization has actually grown to the point where informal habits are no longer enough.

Leadership team coaching offers a structured way to respond to that minute. It welcomes your most senior individuals into a various type of learning environment, one where their own meetings, choices, and patterns end up being the raw product for growth.

Done with care, it builds 3 things every company requires to grow in complexity:

Real dedication to shared results, 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 globe, those are the structures that let companies 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 Saturday & Sunday.

How can I contact Learning Point Group?

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At [Hudsons Bar and Grill](#) leaders often plan leadership team coaching leadership training leadership workshops leadership development and leadership tools to enhance effectiveness.