

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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- Friday: 9:00 AM–6:00 PM
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On a damp February early morning in Seattle, I enjoyed a senior leadership team argue about whether they were "one team" or "7 fiefdoms sharing a calendar." No one stated it that candidly, however you might feel it. Sales blamed Operations. Operations blamed Item. HR sat silently, hoping the storm would pass.

Three months later, the exact same group was disagreeing simply as intensely, but it sounded different. Individuals challenged each other without defensiveness. They called trade offs openly. They walked out of the space with clear joint choices and practical dedications.

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

This kind of work has been quietly maturing in the Pacific Northwest for years, formed by the region's mix of tech, worldwide trade, rugged individualism, and deep community values. Increasingly, those lessons are traveling far beyond Oregon, Washington, and British Columbia.

What follows comes from that ground level experience: dozens of executive teams, mid level leadership groups, and cross practical crews, in companies ranging from 30 to 30,000 individuals. Some were international brands, some were household businesses that just took place to deliver products worldwide. The patterns repeat.

Leadership development that in fact alters results is never just about the private leader. It has to do with the team that leads together, and the system around them.

Why leadership team coaching beats one more training

Traditional leadership training addresses the concern, "What should I personally do in a different way?" That has value. People learn frameworks, interaction strategies, choice procedures, possibly a conflict model or two.

But the hard problems you are facing most likely do not reside in any one person. They live in the space between individuals.

Who really owns consumer outcomes when Marketing, Item, and Engineering all touch the very same metrics.

Whose budget pays for the shared platform everybody depends on but no one wants to sponsor. How quickly can the leadership team alter a choice when new data shows up, without blame or politics.

These are team issues. You can send every leader to ten 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 truly here to do, and what will we stand together for when it gets hard.
2. Competence: Do we actually have the skills, tools, and structures to make great choices and carry out.
3. Collaboration: How do we work with each other, and with the remainder of the company, in a manner that scales.

The series matters. Without shared commitment, new leadership tools become flavor of the month. Without skills, commitment becomes burnout. Without cooperation, the most proficient people draw in various directions.

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

When people hear "leadership team coaching," they often imagine a specialist with a model on a flip chart, nodding wisely while everybody role plays trust falls. The reality, at least in the most reliable work I have seen, is more grounded and more uncomfortable.

Picture this: your weekly executive conference is taking place as typical. A coach beings in the space or on the call, mainly quiet, remembering. The team overcomes its program. At the middle, somebody cracks a joke that lands a bit tough. Two people talk over each other when budget trade offs turn up. The CTO checks out and starts answering Slack messages.

Then the coach steps in. Not to lecture, but to mirror what just happened.

"Here is what I saw in the last thirty minutes. You stated you worth joint ownership of top priorities, but when the marketing campaign overruns came up, it reverted to practical silos. Here is the specific 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 noticeable enough that the team can choose differently.

Offsites and leadership workshops still belong, specifically for much deeper resets or tactical planning. But the genuine bodybuilding occurs in the rhythm of real meetings, on real problems. Practice on the task, with a mirror, beats simulated practice every time.

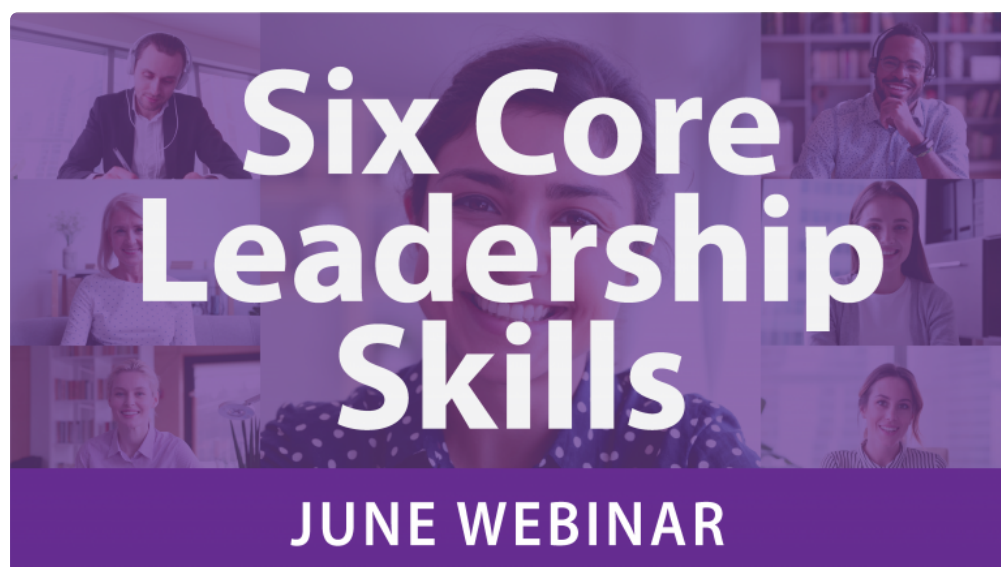
Pacific Northwest roots, international relevance

The Pacific Northwest has peculiarities that shape how leadership teams grow. Numerous business here bring a strong engineering or item DNA. There is a bias towards autonomy, craft, and doing great without making a fuss. Choice making can be unusually informal, developed on personal trust and hallway discussions.

The advantage is that teams are frequently adverse empty jargon. They will call out leadership development that feels performative or disconnected from the work. This forces coaches to stay truthful and practical.

The disadvantage is that conflict avoidance can run deep. I have sat with Northwest leadership teams who would rather revamp a project plan 3 times than have a direct discussion about misaligned expectations. When those teams scale worldwide, the gap becomes painful. Associates in Europe or Asia might check out the politeness as dishonesty or indecision.

Coaching in this context tends to focus on a couple of themes that turn out to be universal, regardless of geography:



First, making decision rights explicit. Who decides, who suggests, who must be spoken with, who simply needs to be notified. It sounds basic, however the lack of clearness around this one topic produces most of the drama I see.

Second, balancing agreement culture with decisive leadership. Many teams confuse being heard with getting their way. Coaching frequently indicates teaching leaders to separate the two, so that everybody truly has a voice, however decisions still get made at the right speed.

Third, aligning worths with execution. The Pacific Northwest is rich with embraced worths about addition, sustainability, and neighborhood. Turning those into particular leadership behaviors is where coaching can be powerful. How do you run an efficiency review cycle that honors empathy and still holds a high bar. How do you incorporate climate dedications into product roadmaps when shareholders are impatient.

When business from this region expand to other time zones and cultures, those exact same muscles become a competitive benefit rather of a liability. Teams that have actually discovered to hold stress between worths and efficiency in your home are better prepared to browse complexity abroad.

Three kinds of work every leadership team needs

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

1. Method and positioning work

This is the timeless offsite territory: clarifying vision, technique, and priorities. Done inadequately, it produces lovely slide decks and very little behavior change. Succeeded, it resets the team's shared sense of direction and where trade offs will be made.

The most efficient strategy sessions have a few things in common. They connect straight to the real restrictions you are dealing with, such as headcount caps, margin expectations, or technical financial obligation you can no longer neglect. They force the team to select, not simply to list. And they equate options into just adequate structure: clear results, simple metrics, and a handful of noticeable commitments.

A coach's job here is to keep the team sincere. When a space loaded with clever leaders wishes to "do everything," the coach is the one who asks, "What will you say no to, in plain language, so your people can trust you."

2. Operating rhythm and leadership tools

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

Common locations where coaching assists:

Decision making frameworks that fit your culture. Some teams thrive with structured methods like RAPID or RACI. Others choose lighter weight agreements around "disagree and commit" or "2 way door vs one method door" decisions. The point is not to worship a design, however to use it regularly enough that individuals know what to anticipate.

Meeting style and assistance. A weekly leadership meeting that consistently runs long, leaps topics, and ends with vague next steps is a surprisingly pricey issue. A couple of small changes, such as time boxed subjects, specific decision owners, and noticeable tracking of dedications, can return lots of hours per month to your team.

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

A good coach presents these leadership tools not as magic, however as experiments. You attempt a brand-new decision template for a month, see where it helps or harms, and adjust. With time, your operating rhythm becomes a source of stability rather of friction.

3. Relational and mindset work

This is the untidy part, and it is where numerous technically dazzling teams struggle. You can have crisp technique and clean processes, but if your leaders do not trust each other, the machine grinds.

Relational coaching is not group therapy. It is more like strength training for sincerity, compassion, and durability. The work consists of naming the patterns everyone feels but no one voices: the two leaders who quietly contend

for the CEO's approval, the unmentioned story that a person function is "more vital," the resentment that surface areas whenever reorgs are mentioned.

Mindset work lives close by. Lots of senior leaders in high growth organizations secretly carry impostor syndrome, or a belief that they need to always have the answer. Coaching develops an area where they can drop the armor a bit and try out different ways of leading: asking rather of informing, delegating real decisions, or admitting unpredictability without collapsing confidence.

Teams that do this interact become more than a set of outstanding 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 steps generally look like. There is no perfect formula, however an easy, repeatable sequence typically works well.

1. Clarify the genuine problem. Before you generate any support, make a note of in plain language what you believe is not operating at the leadership level. Is it sluggish decision making. Is it conflicting priorities. Is it a culture of politeness that hides genuine disagreement. The sharper you are here, the easier it will be to create helpful coaching.
2. Choose a meaningful time frame. One facilitated workshop is hardly ever enough. Major modification usually takes 6 to 12 months of concentrated effort, especially for senior teams. That does not mean weekly retreats. It typically indicates a mix of routine offsites, observation of real conferences, and targeted 1 to 1 coaching where required.
3. Involve the team in shaping the program. Top down leadership training often dies since individuals feel "done to" rather than "built with." Share your intents with the team, welcome their medical diagnosis of what is not working, and incorporate their language into the objectives.
4. Anchor in business results. Tie the coaching work to particular, quantifiable shifts that matter to the business: faster time to choice on tactical bets, smoother cross functional launches, lowered regretted attrition in crucial teams. This keeps the work from wandering into abstract "team building" that is hard to value.
5. Protect time and attention. Coaching just works if the leadership team treats it as genuine work, not a side pastime. If your calendar is already at 110 percent, make specific what will be paused or simplified while the team constructs brand-new habits.

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

Common traps, and how to avoid them

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

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

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

Treating coaching as therapeutic. The fastest way to kill engagement is to signal that leadership team coaching is just for "damaged" teams or underperforming leaders. The healthiest companies normalize it as part of development, much like athletes dealing with coaches even when they are currently world class.

Ignoring power characteristics. Not all voices in a leadership space bring the same weight. If the CEO really wants difficulty but unconsciously shuts it down with their responses, no quantity of skill training for others will fix that. Efficient coaches want to work directly with the most powerful people in the space, not tiptoe around them.

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

When you prevent these traps, leadership training stops being a line product on a budget plan and becomes a meaningful lever for performance and culture.

How tools, training, and coaching fit together

Leadership tools are valuable. Clear frameworks for delegation, choice making, and feedback save time and decrease confusion. Leadership training can develop a shared vocabulary throughout numerous supervisors rapidly. Leadership workshops are often the very first time mid level leaders hear that their challenges are not personal failures however systemic patterns.

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

I tend to think of it by doing this:

Leadership tools are the instruments. Leadership training teaches individuals the notes. Leadership team coaching helps the band play in tune, in real time, in front of a live audience that spent for tickets.

You hardly ever require more tools than you already have. A lot of leaders can currently list 6 feedback models and three prioritization methods from memory. What they do not have is the discipline and shared standards to utilize any of them regularly, particularly under pressure.

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

A quick story: from courteous gridlock to productive conflict

A local company in the Pacific Northwest, approximately 1,200 employees, requested help with "partnership issues" amongst its leading 15 leaders. On paper, they were strong: solid financials, [Learning Point Group leadership development](#) good engagement scores, low leadership turnover. Yet product launches repeatedly slipped, and new market entries dragged out for quarters longer than planned.

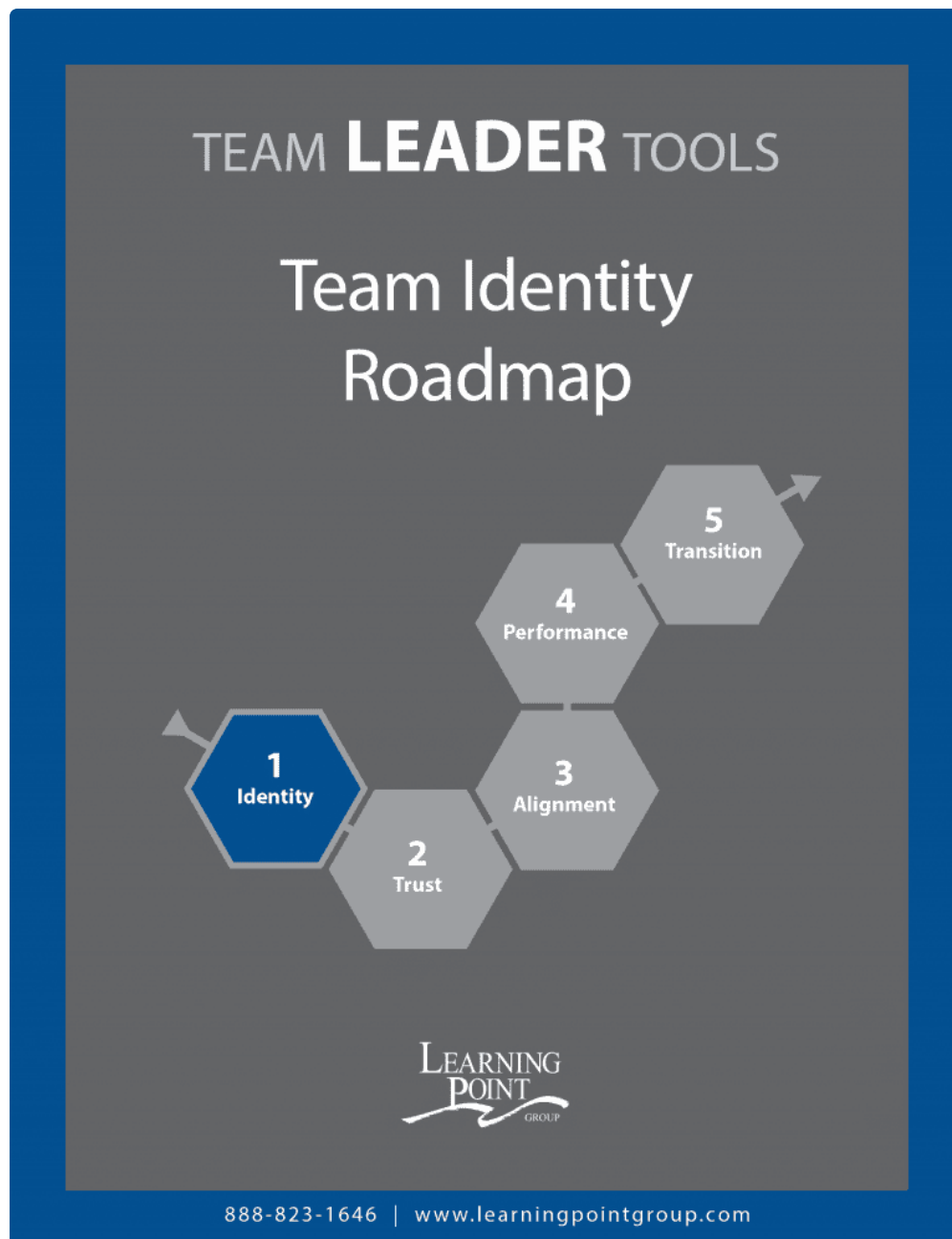
In the first few leadership workshops, everybody appeared on time, participated respectfully, and nodded at the ideal moments. If you looked just at surface habits, it looked like a design team.

Then we began sitting in on their real conferences. Under polite language, you could feel the stress. Marketing desired bolder bets. Operations desired predictable volume. Financing protected margins. Each function came

prepared to protect its turf rather than solve a shared problem.

The coaching work concentrated on 3 useful shifts over about nine months.

First, we reframed the function of the leadership team. Rather than "representing functions," they agreed that their main job together was to steward company level outcomes: sustainable development, client trust, and staff member health. This appears apparent, however calling it explicitly altered the tone of debates.



Second, we revamped their operating rhythm. Weekly conferences shifted from status updates to a structured program: a brief metrics evaluation, 2 or 3 deep dive decisions, and a 10 minute retrospective at the end. Every choice had an owner and clear next steps. Vague "positioning" discussions became rarer.

Third, we built their dispute muscle. Utilizing genuine upcoming decisions as practice, they discovered to call the genuine stakes and reveal dissent faster. A simple guideline helped: if you are holding back an issue that would alter the decision, you are bound to speak before the team commits, not after.

Within 2 quarters, item launches were hitting time frame more consistently. More interestingly, numerous senior leaders reported sleeping much better. The mental tax of consistent, unspoken aggravation had actually dropped. They were working simply as hard, but with less friction.

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

Taking the next step, wherever you are in the world

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

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

Do our leadership tools and leadership training really 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 truthful answers leave you uneasy, that is not an indication of failure. It is a sign that your company has actually grown to the point where casual routines are no longer enough.

Leadership team coaching provides a structured method to respond to that moment. It invites your most senior people into a different kind of learning environment, one where their own meetings, options, and patterns end up being the raw product for growth.

Done with care, it develops three things every company requires to flourish in intricacy:

Real commitment to shared outcomes, even when it costs.

Concrete competence in how you choose, plan, and execute. Robust cooperation that can hold disagreement without breaking trust.

From the forests and ports of the Pacific Northwest to the teams you are leading around the world, those are the structures that let organizations do more than survive 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

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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
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People Also Ask about Learning Point Group

What does Learning Point Group specialize in

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

What services does Learning Point Group offer for leadership development

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

How does Learning Point Group help improve team performance

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

What types of leadership training programs does Learning Point Group provide

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

Does Learning Point Group offer virtual or in person training options

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

Who can benefit from Learning Point Group services

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

What is included in Learning Point Group Smart Pass program

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

How does Learning Point Group measure leadership success

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

What is the Learning Point Group leadership boot camp

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

How does Learning Point Group customize training for organizations

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

Where is Learning Point Group located?

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

How can I contact Learning Point Group?

You can contact Learning Point Group by phone at: [\(435\) 288-2829](tel:(435)288-2829), visit their website at <https://learningpointgroup.com/> or connect on social media via [Facebook](#) or [Instagram](#) or [Linked In](#)

After exploring [Columbia Springs](#) organizations commonly invest in leadership team coaching leadership training leadership workshops leadership development and leadership tools for growth.