

Business Name: Learning Point Group

Address: 10000 NE 7th Ave #400, Vancouver, WA 98685

Phone: (435) 288-2829

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 wet February morning in Seattle, I saw a senior leadership team argue about whether they were "one team" or "7 fiefdoms sharing a calendar." Nobody stated it that bluntly, but you could 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 just as intensely, however it sounded different. Individuals challenged each other without defensiveness. They called trade offs openly. They went out of the room with clear joint choices and practical dedications.

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

This sort of work has actually been silently growing in the Pacific Northwest for many years, formed by the area's mix of tech, worldwide trade, rugged individualism, and deep community values. Progressively, 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 functional crews, in companies ranging from 30 to 30,000 individuals. Some were global brands, some were family services that simply occurred to ship items worldwide. The patterns repeat.

Leadership development that actually changes 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 worth. People discover structures, communication methods, decision processes, maybe a dispute design or more.

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

Who in fact owns consumer outcomes when Marketing, Product, and Engineering all touch the same metrics.

Whose budget pays for the shared platform everyone counts on but nobody wishes to sponsor. How quickly can the leadership team alter a decision when new information shows up, without blame or politics.

These are team problems. You can send out every leader to 10 leadership workshops and still see the exact 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 actually here to do, and what will we stand together for when it gets hard.
2. Competence: Do we actually have the abilities, tools, and structures to make great decisions and execute.
3. Collaboration: How do we work with each other, and with the remainder of the company, in such a way that scales.

The sequence matters. Without shared commitment, brand-new leadership tools end up being taste of the month. Without competence, commitment develops into burnout. Without cooperation, the most knowledgeable people draw in different directions.

What coaching looks like in reality, not on a slide

When individuals hear "leadership team coaching," they in some cases envision a specialist with a model on a flip chart, nodding sensibly while everybody role plays trust falls. The truth, a minimum of in the most reliable work I have actually seen, is more grounded and more uncomfortable.

Picture this: your weekly executive meeting is occurring as usual. A coach sits in the room or on the call, mostly peaceful, keeping in mind. The team resolves its program. At the halfway point, somebody fractures a joke that lands a bit [Learning Point Group leadership team coaching](#) tough. 2 individuals discuss each other when budget plan trade offs show up. The CTO checks out and begins answering Slack messages.

Then the coach actions 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 priorities, however when the marketing project overruns showed up, it went back to practical silos. Here is the specific language you utilized. What is that costing you."

When this is succeeded, it feels surgical rather than shaming. The coach is not the hero of the story. The team is. The task is to make the covert dynamics visible enough that the team can pick differently.

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

Pacific Northwest roots, worldwide relevance

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

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

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

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

First, making decision rights specific. Who decides, who recommends, who must be consulted, who just needs to be notified. It sounds fundamental, but the lack of clarity around this one subject produces the majority of the drama I see.



Second, balancing agreement culture with decisive leadership. Lots of teams puzzle being heard with getting their method. Coaching often implies mentor leaders to separate the two, so that everyone truly has a voice, but decisions still get made at the best speed.

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

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

Three type 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, however they help keep things clear.

1. Method and positioning work

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

The most reliable technique sessions have a few things in typical. They connect directly to the genuine restrictions you are facing, such as headcount caps, margin expectations, or technical financial obligation you can no longer disregard. They require the team to choose, not just to list. And they equate choices into just sufficient structure: clear results, simple metrics, and a handful of visible commitments.

A coach's task 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. Operating rhythm and leadership tools

Once the big choices are made, the team requires an operating rhythm that does not chew up everyone's week. This is where practical leadership tools matter. Most teams are drowning in conferences, reports, and dashboards.

They do not need more artifacts. They require a sharper knife.

Common locations where coaching assists:

Decision making frameworks that fit your culture. Some teams love structured methods like RAPID or RACI. Others choose lighter weight agreements around "disagree and dedicate" or "two way door vs one way door" decisions. The point is not to praise a design, however to use it consistently enough that people know what to expect.



Meeting style and assistance. A weekly leadership conference that consistently runs long, leaps subjects, and ends with vague next actions is a surprisingly expensive issue. A couple of little modifications, such as time boxed topics, explicit choice owners, and visible tracking of dedications, can return dozens of hours monthly to your team.

Feedback channels. Healthy leadership teams do not wait on annual 360s. They develop quick feedback loops into their work: quick retros after big launches, brief "after action reviews" after hard negotiations, direct peer feedback in the room instead of triangulation behind the scenes.

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

3. Relational and mindset work

This is the unpleasant part, and it is where many technically dazzling teams struggle. You can have crisp method and clean processes, however 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 strength. The work consists of naming the patterns everybody feels however no one voices: the 2 leaders who quietly compete for the CEO's approval, the unmentioned story that a person function is "more vital," the resentment that surfaces whenever reorgs are mentioned.

Mindset work lives close by. Numerous senior leaders in high development organizations secretly bring impostor syndrome, or a belief that they should constantly have the response. Coaching produces an area where they can drop the armor a bit and experiment with different ways of leading: asking instead of telling, delegating real choices, or admitting uncertainty without collapsing confidence.

Teams that do this interact end up being more than a set of remarkable resumes. They become a leadership organism that can think, feel, and function as one.

A basic series for teams that wish to start

If you are thinking about leadership team coaching, it assists to understand what the early steps generally appear like. There is no ideal formula, but a simple, repeatable sequence often works well.

1. Clarify the real problem. Before you bring in any assistance, make a note of in plain language what you think is not operating at the leadership level. Is it sluggish decision making. Is it conflicting concerns. Is it a culture of politeness that hides real argument. The sharper you are here, the easier it will be to develop helpful coaching.
2. Choose a significant time frame. One helped with workshop is hardly ever enough. Severe modification normally takes 6 to 12 months of concentrated effort, particularly for senior teams. That does not suggest weekly retreats. It usually suggests a mix of routine offsites, observation of genuine meetings, and targeted 1 to 1 coaching where required.
3. Involve the team in shaping the agenda. Top down leadership training typically dies due to the fact that people feel "done to" instead of "developed 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 organization results. Connect the coaching work to specific, quantifiable shifts that matter to the company: faster time to decision on strategic bets, smoother cross functional launches, minimized been sorry for attrition in crucial teams. This keeps the work from drifting into abstract "team building" that is hard to value.
5. Protect time and attention. Coaching only works if the leadership team treats it as real work, not a side pastime. If your calendar is already at 110 percent, make explicit what will be stopped briefly or streamlined while the team builds new habits.

Handled by doing this, leadership development stops being a perk and begins being an essential part of how the business runs.

Common traps, and how to prevent them

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

The "offsite high" with no follow through. Teams have an effective 2 day session, share individual stories, align on concerns, and walk out energized. Then the regular firehose strikes on Monday, and within 3 weeks, the old patterns are back. The missing out on piece is usually a clear post offsite operating plan: who will track commitments, what modifications in recurring conferences, how development will be visible.

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

Treating coaching as restorative. The fastest way to eliminate engagement is to signify that leadership team coaching is only for "broken" teams or underperforming leaders. The healthiest companies stabilize it as part of development, similar to professional athletes working with coaches even when they are currently world class.

Ignoring power characteristics. Not all voices in a leadership space bring the very same weight. If the CEO really wants difficulty however automatically shuts it down with their reactions, no amount of ability training for others will repair that. Effective coaches want to work straight with the most effective individuals in the room, not tiptoe around them.

Expecting the coach to do the psychological labor. It is tempting to outsource the difficult conversations 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 avoid these traps, leadership training stops being a line item on a budget and becomes a significant lever for performance and culture.

How tools, training, and coaching fit together

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

Coaching ties all of this together. It customizes tools to your truth, reinforces training on the job, and adapts workshops into sustainable practices rather than one time events.

I tend to think of it this way:

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

You rarely require more tools than you already have. The majority of leaders can currently note 6 feedback designs and 3 prioritization approaches from memory. What they do not have is the discipline and shared norms to utilize any of them regularly, especially under pressure.

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

A quick story: from respectful gridlock to productive conflict

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

In the first few leadership workshops, everybody appeared on time, got involved respectfully, and nodded at the right minutes. If you looked just at surface area behaviors, it appeared like a model team.

Then we started attending their real conferences. Under respectful language, you could feel the stress. Marketing desired bolder bets. Operations wanted predictable volume. Financing secured margins. Each function came prepared to defend its grass rather than solve a shared problem.

The coaching work concentrated on 3 practical shifts over about 9 months.

First, we reframed the purpose of the leadership team. Instead of "representing functions," they agreed that their main task together was to steward company level results: sustainable development, client trust, and staff member health. This seems apparent, but naming it explicitly changed the tone of disputes.

Second, we redesigned their operating rhythm. Weekly meetings moved from status updates to a structured program: a short metrics evaluation, two or 3 deep dive choices, and a ten minute retrospective at the end. Every choice had an owner and clear next actions. Unclear "alignment" conversations became rarer.

Third, we constructed their dispute muscle. Using real upcoming choices as practice, they discovered to name the real stakes and reveal dissent quicker. A simple rule 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 2 quarters, item launches were hitting time frame more regularly. More interestingly, a number of senior leaders reported sleeping better. The psychological tax of continuous, unmentioned aggravation had dropped. They were working just as difficult, but with less friction.

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

Taking the next action, wherever you are in the world

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

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

Do our leadership tools and leadership training actually show up in how choices get made, or are they posters on a wall. Does our collaboration enhance under pressure, or fall back into silos and blame.

If your sincere answers leave you uneasy, that is not a sign of failure. It is an indication that your organization has actually grown to the point where casual routines are no longer enough.

Leadership team coaching offers a structured method to react to that minute. It invites your most senior individuals into a different kind of learning environment, one where their own meetings, choices, and patterns become the raw material for growth.

Done with care, it constructs 3 things every organization requires to grow in intricacy:

Real dedication to shared results, even when it costs.

Concrete skills in how you choose, prepare, and execute. Robust partnership that can hold dispute without breaking trust.

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

Learning Point Group delivers in person workshops

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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](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](#)

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