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Learning Point Group

Learning Point is a full-service consulting firm that focuses on leadership, team, and organizational development. We are based in the Pacific Northwest and do work around the world. Our purpose is to enhance your success by helping you build commitment, competence, and collaboration in your workforce. You provide the leadership. We provide the tools, training, and roadmaps. Together we create success. And we help you measure that success every step of the way.

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Most companies are not short on leadership training. They are short on habits change.

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

"We sent out 200 supervisors through that leadership workshop last year, and if I am sincere, very little changed. Individuals liked it. They took the note pads. Then everyone returned to their calendars."

If that sounds familiar, you are not alone. The issue is rarely a lack of excellent material. The issue is the gap between intent and effect. Leaders have the ideal intents after a course. The genuine test comes 3 months later, being in a tense team conference or a tough one-to-one. Do they actually behave differently?



That is where leadership development lives or dies.

This post concentrates on that space: how to create leadership training, leadership workshops, and leadership team coaching that actually changes how people lead across the company, not simply what they say about leadership in evaluations.

Why most leadership training evaporates

The common pattern is easy to acknowledge. A company selects a respected provider, runs a few highly produced workshops, gathers glowing feedback types, and then quietly discovers that everyday leadership feels the same.

There are a couple of recurring reasons.

First, leadership training frequently sits too far from real work. Managers hear generic frameworks but hardly ever practice them versus the gnarly issues presently on their plates: the peer they can not affect, the challenging efficiency conversation, the method nobody appears to understand.

Second, the remainder of the system does not support the modification. You teach supervisors coaching skills, but their KPIs still reward only short-term output. You reveal them how to entrust, however they stay buried in 12 back-to-back functional conferences a day. Intent crashes into context.

Third, nothing is made multiple-use. Participants might love the workouts in the workshop, then leave with a slide deck and no simple leadership tools they can pick up the very next early morning with their teams. They bear in mind that something about "mental safety" appeared important. They can not recall a specific question to ask in their next team check-in.

Finally, leaders do not see their own employers doing anything various. If senior leaders go to the workshop as a symbolic gesture but keep running meetings in the old design, everybody receives the genuine message: this is a one-off event, not a brand-new standard.

The fix is not more training. The fix is training that ends up being habit, supported by leadership team coaching, practical leadership tools, and a clear expectation that the brand-new behaviors are not optional.

Thinking like a behavior architect, not a course designer

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

You wish to think like a behavior designer. That implies asking questions such as:



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

Where in their existing routines can these habits live? What will advise them, push them, and reward them when they get it right?

An easy test I utilize with clients: if you can not finish the sentence, "After this program, our leaders will now do X each week," the design is not yet sharp enough. "Be more strategic" or "communicate much better" does not count. It should be something you could almost film with a camera.

Here are examples that pass this test:

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

They will begin every significant conference by mentioning the decision they are here to move forward. They will ask at least one open coaching question before providing suggestions to a direct report.

When leadership training gets anchored to everyday practices like these, your chances of genuine modification dive dramatically.

Make leadership workshops about genuine situations, not theoretical ones

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

The most effective leadership workshops I have actually run or observed do something various: they ask individuals to bring in live product from their real leadership challenges.

That may be:

A present dispute between 2 team members

A cross-functional job that is stuck A direct report whose efficiency is sliding A method that individuals nod at however do not execute

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

There is a trade-off here. Working with real circumstances can feel exposing. It requires mental security and strong facilitation. But that discomfort is typically where the learning gets real. Leaders find that these tools do not simply look excellent on slides, they either help with today's mess or they do not.

Leadership tools that make it through Monday morning

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

Think less about huge frameworks, more about small practices wrapped in a format people can recycle with little effort. If you develop those tools well, they will begin to spread out informally. People ask, "What was that design template you utilized in that conference?" or "Can you share that individually structure you showed me?"

Here are 4 core leadership tools worth standardizing across an organization:

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

That is our first list; we will enter into each, then later on build a 2nd short checklist.

1. The one-to-one that supervisors and workers both value

Weekly or bi-weekly one-to-ones are the foundation of leadership. Yet many managers treat them as optional or unclear "catch-ups" that drift into status updates.

In leadership training, I like to hand people a very plain one-to-one program template that runs something like:

What is leading of mind for you this week?

What is working out that we should continue? Where are you stuck or blocked, and how can I help? What are you learning, and where do you want to grow? Anything we must change about how we work together?

Then we practice utilizing it on genuine issues, not simply theory. I encourage managers to share the structure with their direct reports ahead of time and co-own the program. Over time, this basic tool trains both individuals to believe not only about jobs but also about development and collaboration.

The key is not the precise wording. It is the predictability. When people understand that this area exists and has a clear function, trust and performance both rise.

2. A choice log that tames the chaos

One of the quiet killers of execution is fuzzy choices. People leave meetings not sure what was decided, who owns it, and how to revisit it later on. Hectic companies create decisions like confetti then quickly forget them.

A choice log is brutally basic. It can be a shared spreadsheet or a page in your collaboration tool with columns:

Decision

Date Owner Stakeholders Rationale Evaluation date

During leadership team coaching sessions, I often ask leaders to reconstruct the last 5 significant choices they made and place them in a decision log. It is frequently an uneasy workout. They realize how many decisions drift around in inboxes and memory, with no shared trace.

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

3. A team clarity canvas

When teams get stuck, the source is often obscurity. Who owns what, why we exist, which work genuinely matters. You can invest a lot of time on abstract culture work, or you can offer leaders an extremely practical leadership tool to surface area and reduce that ambiguity.

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

Purpose: Why does this team exist?

Top priorities: What are our top three concerns this quarter? Concepts: What are our agreed ways of working?

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

In a workshop, leaders fill this out for their own team, then compare. It generally sparks valuable pain: "We do not agree on our leading three top priorities," or "Nobody seems to own this outcome."



The beauty of a canvas like this is that it can travel. Leaders can take it to their teams, refine it together, and revisit it each quarter. That is when leadership development starts to appear in performance.

4. A feedback script for hard moments

Many leaders know they should offer more direct, timely feedback. They do not because they fear harmful relationships or beginning dispute they can not manage.

An easy feedback script gets rid of a few of the psychological friction. You may teach them a format along these lines:

Describe the behavior factually.

Share the effect on you, the team, or the work. Welcome their perspective. Concur next steps.

Then you invest real time practicing. Not pretending to be Alex from the case study, however utilizing actual scenarios leaders are sitting on, with genuine feelings attached.

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

Leadership team coaching: where culture in fact shifts

Individual workshops work, however the real culture shapers in any organization are the leadership teams. How they behave together sets the weather for everybody else.

Leadership team coaching is not just group training. It is continuous work with a genuine team, in the context of genuine business cycles, objectives, and stress. It blends assistance, obstacle, and skill building.

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

First, it utilizes live service choices as the training ground. When a leadership team disputes where to cut expenses or how to deal with a stopping working line of product, they are revealing their true practices. A proficient coach helps them see those patterns in the moment, experiment with brand-new ones, and then reflect.

Second, it pays attention to the "space behind the room." Every leadership team has unmentioned contracts and bitterness. Perhaps operations and sales prevent certain subjects. Maybe the CEO controls airtime. Leadership development at this level becomes less about tools and more about courage and trust.

Third, it connects directly to how they waterfall behavior. You do not want a leadership team that behaves one way in their off-site, then goes back to old routines in front of their individuals. In coaching, you clearly ask, "What will your teams see in a different way from you this month?" and then check back.

When you integrate strong leadership workshops for more comprehensive populations with deep leadership team coaching at the top, you start to get positioning. Language and tools match between levels. Senior leaders design what supervisors are being taught.

Designing leadership training as a series of experiments

Another shift that makes leadership training stick is moving from event-based programs to an experimentation mindset.

Instead of a two-day workshop that attempts to cover everything, believe in cycles. For example, a 90-day leadership sprint where leaders:

Attend a concentrated workshop on a couple of core leadership tools.

Pick 2 or three particular habits they will check in their teams. Get lightweight coaching, peer support, or nudges throughout the cycle. Go back to a reflection session to share results, adjust, and select the next experiments.

You can still call this leadership training, however individuals experience it very in a different way. They see it as part of their work, not a break from it.

Experiments likewise minimize the fear of "getting it incorrect." A leader might say, "For the next 4 weeks, I am going to try this brand-new format for our Monday team conference. At the end, we will decide what to keep." That openness decreases resistance and welcomes co-creation.

The examination changes too. Instead of asking only, "Did you like the workshop?", you ask, "What did you attempt? What happened? What would you do differently next time?" That is the language of practice, not consumption.

A practical pre-training list for real impact

If you are planning a new age of leadership development, here is a simple list to use before you sign contracts or book rooms:

1. Can we articulate 3 to 5 concrete behaviors we anticipate to change, in language you could film with a cam?
2. Have we recognized where these behaviors will live in existing regimens, meetings, and routines?
3. Will participants entrust to a little set of recyclable leadership tools they can apply the next day?
4. Are senior leaders visibly dedicated to utilizing the very same tools and language?
5. Have we prepared at least one follow-up touchpoint within 6 to 8 weeks to support application?

That is our 2nd and final list. Each product looks practically minor on its own. Skipping any of them, particularly the last two, is where most programs start to leakage impact.

How to spread out leadership tools throughout the organization

Getting a group of 30 managers to adopt brand-new leadership tools is one thing. Spreading them throughout hundreds or thousands of individuals is another.

Here are a few patterns that help.

Treat early cohorts as co-designers, not simply participants. After the first leadership workshops, ask which tools they actually used, what they adapted, and what fell flat. Improve the toolkit before you scale.

Make the tools noticeable in shared systems. Put one-to-one design templates, choice logs, and canvases into your intranet, partnership platforms, or HRIS, instead of concealing them in training folders. When someone signs up with mid-cycle, they should easily find "how we do leadership here."

Ask senior leaders to select a little number of noticeable habits they will model regularly. For instance, beginning every major meeting by naming the preferred choice, or using the very same feedback script after huge discussions. People learn faster by seeing than by reading.

Work with HR and operations to align incentives and processes. If you teach managers to prioritize development discussions but your performance system neglects development and only tracks numerical outcomes, they will feel dragged back into old habits.

Over-communicate success stories. When a team uses the brand-new tools to untangle a dispute or accelerate a project, share the story. Not as propaganda, however as a concrete example of what "good leadership" looks like here.

Over time, the mix of clear expectations, shared tools, and visible modeling turns leadership development from an occasional task into a quiet, ongoing shift in how people work.

Measuring what matters, not simply what is easy to count

The temptation with leadership training is to determine what is closest to hand: presence, fulfillment scores, completion rates. Those inform you something, however not the important things you really care about.

Three questions matter even more:

Are leaders doing anything differently?

Is the quality of conversations improving? Exists any effect on business results that depend heavily on leadership behavior?

To respond to the very first 2, you can utilize a mix of self-report and 180 or 360 feedback, but keep it tight. Ask direct reports and peers whether they have actually seen particular habits more frequently. For instance, "My supervisor holds routine one-to-ones that include time for my development" or "In conferences, we end up with clear choices and owners."

To connect leadership development to company results, choose metrics that are plausibly influenced by leadership. That may be team engagement ratings, was sorry for attrition, cycle times, or quality of cross-functional collaboration on critical projects.

Be sincere about attribution. Numerous elements affect these metrics. [leadership tools](#) Your goal is not an ideal causal study, it is a sensible story backed by data: where we invested in leadership training and leadership team coaching anchored in practical tools, do we see better outcomes than in comparable areas where we did not?

Over a year or two, the patterns become clearer. Senior stakeholders care less about slide decks and more about "this division adopted the toolkit totally and now has 30 percent lower regretted attrition amongst high performers."

When not to train, at least not yet

One last hard-earned lesson: some companies are not all set for broad leadership training, no matter how good the material is.

If there is a major unresolved structural problem - such as consistent reorganizations, a poisonous senior leader who stays untouchable, or disorderly method modifications every couple of weeks - leadership training can seem like a distraction or perhaps a cover story.

In those situations, it can be more honest and more effective to begin with concentrated leadership team coaching at the top, or with targeted interventions on the most uncomfortable structural issues. Once there is some stability and trust that the company means what it states, more comprehensive leadership development programs have a better opportunity of sticking.

Training multiplies what already exists. In a fairly healthy system, it accelerates growth. In a deeply unhealthy system, it in some cases enhances frustration.

Bringing everything together

Leadership training that sticks is less about inspiration and more about integration. You want leaders to go out of a workshop not just believing differently, but knowing exactly what to attempt in their next one-to-one, their next team conference, or their next difficult conversation.

When leadership workshops are anchored in real work, when leadership team coaching assists senior people design the same tools, and when basic leadership tools spread through the everyday regimens of the organization, you close the space in between intent and impact.

People stop saying, "We did that course last year," and start saying, "This is simply how we lead here."

Learning Point Group is full service consulting firm

Learning Point Group focuses on leadership development

Learning Point Group focuses on team development

Learning Point Group focuses on organizational development

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Learning Point Group provides customized learning solutions

Learning Point Group offers learning journeys

Learning Point Group offers leadership boot camp

Learning Point Group offers smart pass program

Learning Point Group uses blended learning approach

Learning Point Group helps measure leadership impact

Learning Point Group operates worldwide

Learning Point Group aims to grow leaders and teams

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Learning Point Group earned Best Leadership Training Award 2024

Learning Point Group was awarded Best Leadership Workshops 2025

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What does Learning Point Group specialize in

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

What services does Learning Point Group offer for leadership development

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

How does Learning Point Group help improve team performance

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

What types of leadership training programs does Learning Point Group provide

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

Does Learning Point Group offer virtual or in person training options

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

Who can benefit from Learning Point Group services

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

What is included in Learning Point Group Smart Pass program

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

How does Learning Point Group measure leadership success

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

What is the Learning Point Group leadership boot camp

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

How does Learning Point Group customize training for organizations

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

Where is Learning Point Group located?

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

How can I contact Learning Point Group?

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