

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 wet February morning in Seattle, I enjoyed a senior leadership team argue about whether they were "one team" or "seven fiefdoms sharing a calendar." Nobody said it that bluntly, however you could feel it. Sales blamed Operations. Operations blamed Product. HR sat silently, hoping the storm would pass.

Three months later on, the same group was disagreeing just as vigorously, however it sounded various. People challenged each other without defensiveness. They called trade offs openly. They left of the room with clear joint decisions and sensible dedications.



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

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

What follows originates from that ground level experience: lots of executive teams, mid level leadership groups, and cross functional crews, in organizations varying from 30 to 30,000 people. Some were worldwide brand names, some were household businesses that just happened to deliver items worldwide. The patterns repeat.

Leadership development that actually alters outcomes is never almost 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 question, "What should I personally do differently?" That has worth. People learn frameworks, communication methods, choice procedures, perhaps a dispute design or two.

But the hard problems you are facing probably do not reside in any one person. They reside in the space between people.

Who in fact owns client results when Marketing, Item, and Engineering all touch the same metrics.

Whose budget plan spends for the shared platform everyone counts on however nobody wants to sponsor. How quickly can the leadership team change a choice when brand-new data appears, without blame or politics.

These are team problems. You can send every leader to ten 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 in fact have the abilities, tools, and structures to make great choices and perform.
3. Collaboration: How do we deal with each other, and with the remainder of the company, in a way that scales.

The sequence matters. Without shared dedication, brand-new leadership tools become taste of the month. Without skills, dedication develops into burnout. Without partnership, the most experienced people pull in different directions.

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

When individuals hear "leadership team coaching," they often picture a consultant with a design on a flip chart, nodding sensibly while everyone role plays trust falls. The truth, a minimum of 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 sits in the room or on the call, mostly peaceful, remembering. The team works through its program. At the halfway point, someone fractures a joke that lands a bit hard. 2 people discuss each other when spending plan trade offs come up. The CTO checks out and begins answering Slack messages.

Then the coach steps in. Not to lecture, but to mirror what simply occurred.

"Here is what I saw in the last thirty minutes. You stated you value joint ownership of concerns, but when the marketing project overruns came up, it reverted to functional silos. Here is the precise language you used. 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 hidden dynamics visible enough that the team can choose differently.

Offsites and leadership workshops still have a place, especially for much deeper resets or strategic preparation. But the real muscle building takes place in the rhythm of real meetings, on real concerns. Practice on the job, with a mirror, beats simulated practice every time.

Pacific Northwest roots, global relevance

The Pacific Northwest has quirks that shape how leadership teams grow. Lots of companies here bring a strong engineering or item DNA. There is a bias toward autonomy, craft, and doing good work without making a fuss. Choice making can be strangely casual, developed on personal trust and corridor discussions.

The advantage is that teams are frequently allergic to empty lingo. They will call out leadership development that feels performative or disconnected from the work. This forces coaches to remain honest and useful.

The drawback is that conflict avoidance can run deep. I have sat with Northwest leadership teams who would rather revamp a job strategy three times than have a direct discussion about misaligned expectations. When those teams scale internationally, the space ends up being painful. Coworkers in Europe or Asia may check out the politeness as dishonesty or indecision.

Coaching in this context tends to concentrate on a few themes that turn out to be universal, despite location:

First, making decision rights specific. Who chooses, who suggests, who should be spoken with, who simply requires to be notified. It sounds standard, but the absence of clearness around this one subject develops most of the drama I see.

Second, balancing agreement culture with decisive leadership. Lots of teams puzzle being heard with getting their method. Coaching frequently means mentor leaders to separate the 2, so that everybody really has a voice, however decisions still get made at the ideal speed.

Third, lining up worths with execution. The Pacific Northwest is abundant with espoused worths about inclusion, sustainability, and community. Turning those into particular leadership habits is where coaching can be effective. How do you run a performance review cycle that honors compassion and still holds a high bar. How do you incorporate environment commitments into product roadmaps when shareholders are impatient.

When companies from this region broaden to other time zones and cultures, those exact same muscles become a competitive benefit instead of a liability. Teams that have discovered to hold stress in between values and efficiency at home are better prepared to navigate complexity abroad.

Three sort of work every leadership team needs

Over time, I have pertained to see leadership team coaching as 3 overlapping layers. The labels are less important than the work itself, but they assist keep things clear.

1. Method and alignment work

This is the classic offsite territory: clarifying vision, strategy, and top priorities. Done poorly, it produces stunning slide decks and very little habits change. Done well, it resets the team's shared orientation and where trade offs will be made.

The most efficient method sessions have a couple of things in typical. They link straight to the genuine restrictions you are dealing with, such as headcount caps, margin expectations, or technical debt you can no longer disregard. They require the team to pick, not just to list. And they translate choices into just sufficient structure: clear results, basic metrics, and a handful of visible commitments.

A coach's task here is to keep the team honest. When a room filled with smart leaders wishes to "do everything," 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 big options are made, the team requires an operating rhythm that does not chew up everyone's week. This is where useful leadership tools matter. Most teams are drowning in meetings, reports, and dashboards. They do not need more artifacts. They require 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 prefer lighter weight arrangements around "disagree and devote" or "two way door vs one method door" choices. The point is not to worship a design, but to utilize it consistently enough that people know what to anticipate.

Meeting design and facilitation. A weekly leadership meeting that regularly runs long, leaps topics, and ends with vague next actions is a remarkably pricey issue. A few small modifications, such as time boxed topics, specific choice owners, and noticeable tracking of commitments, can return dozens of hours per month to your team.

Feedback channels. Healthy leadership teams do not await annual 360s. They develop fast feedback loops into their work: quick retros after huge launches, quick "after action evaluations" after difficult settlements, direct peer feedback in the room instead of triangulation behind the scenes.

A good coach presents these leadership tools not as magic, but as experiments. You try a new decision design template for a month, see where it assists or harms, and adjust. With time, your operating rhythm becomes a source of stability instead of friction.

3. Relational and frame of mind work

This is the untidy part, and it is where numerous technically brilliant teams struggle. You can have crisp strategy and tidy procedures, but if your leaders do not rely on each other, the machine grinds.

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



Mindset work lives nearby. Lots of senior leaders in high development companies secretly bring impostor syndrome, or a belief that they need to always have the answer. Coaching produces an area where they can drop the armor a bit and try out different ways of leading: asking instead of informing, entrusting genuine decisions, or admitting uncertainty without collapsing confidence.

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

A simple sequence for teams that want to start

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

1. Clarify the real issue. Before you generate any support, write down in plain language what you think is not operating at the leadership level. Is it sluggish choice making. Is it conflicting concerns. Is it a culture of politeness that conceals real argument. The sharper you are here, the much easier it will be to create helpful coaching.
2. Choose a significant amount of time. One helped with workshop is rarely enough. Major change normally takes 6 to 12 months of focused effort, specifically for senior teams. That does not imply weekly retreats. It usually means a mix of periodic offsites, observation of real conferences, and targeted 1 to 1 coaching where needed.
3. Involve the team in forming the program. Leading down leadership training typically passes away due to the fact that people feel "done to" instead of "built with." Share your intents with the team, welcome their medical diagnosis of what is not working, and incorporate their language into the goals.

4. Anchor in business results. Tie the coaching work to specific, measurable 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 structure" that is tough to value.
5. Protect time and attention. Coaching just works if the leadership team treats it as genuine work, not a side hobby. If your calendar is currently at 110 percent, make explicit what will be stopped briefly or streamlined while the team builds brand-new habits.

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

Common traps, and how to prevent them

After sitting through more leadership workshops and coaching engagements than I can count, particular traps show up over and over. Being aware of them helps you steer around them.

The "offsite high" without any follow through. Teams have a powerful 2 day session, share personal stories, line up on concerns, and go out stimulated. Then the typical firehose hits on Monday, and within 3 weeks, the old patterns are back. The missing piece is typically a clear post offsite operating strategy: who will track commitments, what modifications in recurring meetings, how development will be visible.

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

Treating coaching as remedial. The fastest method to kill engagement is to signify that leadership team coaching is only for "damaged" teams or underperforming leaders. The healthiest organizations normalize it as part of growth, similar to athletes working with coaches even when they are currently world class.

Ignoring power characteristics. Not all voices in a leadership space carry the very same weight. If the CEO genuinely wants challenge however automatically shuts it down with their reactions, no amount of ability training for others will fix that. Reliable coaches want to work directly with the most powerful individuals in the space, not tiptoe around them.

Expecting the coach to do the psychological labor. It is appealing to outsource the hard discussions to the external facilitator. "Can you inform them their function is not pulling its weight." Great coaches will resist this. Their task 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 significant lever for efficiency and culture.

How tools, training, and coaching fit together

Leadership tools are important. Clear frameworks for delegation, choice making, and feedback save time and minimize confusion. Leadership training can build a shared vocabulary across lots of managers rapidly. Leadership workshops are typically the very first time mid level leaders hear that their obstacles are not individual failures but systemic patterns.

Coaching ties all of this together. It personalizes tools to your reality, strengthens training on the job, and adapts workshops into sustainable practices instead of one time events.

I tend to think about it in this manner:

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 require more tools than you currently have. Many leaders can currently note 6 feedback models and three prioritization methods from memory. What they do not have is the discipline and shared standards to use 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 trustworthy performance.

A brief story: from courteous gridlock to efficient conflict

A local business in the Pacific Northwest, approximately 1,200 employees, requested for assist with "partnership issues" among its leading 15 leaders. On paper, they were strong: solid 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, took part respectfully, and nodded at the best minutes. If you looked only at surface area habits, it appeared like a design team.

Then we started sitting in on their real conferences. Under respectful language, you could feel the tension. Marketing wanted bolder bets. Operations wanted predictable volume. Financing guarded margins. Each function came prepared to protect its turf instead of resolve 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 agreed that their primary task together was to steward business level results: sustainable growth, client trust, and staff member [Learning Point Group leadership team coaching](#) health. This appears obvious, but naming it explicitly altered the tone of disputes.

Second, we upgraded their operating rhythm. Weekly conferences moved 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 decision had an owner and clear next steps. Unclear "alignment" conversations ended up being rarer.

Third, we developed their conflict muscle. Using genuine upcoming decisions as practice, they learned to name the real stakes and express dissent quicker. A simple rule assisted: if you are keeping back a concern that would change the decision, you are bound to speak before the team dedicates, not after.

Within 2 quarters, item launches were striking time frame more regularly. More surprisingly, several senior leaders reported sleeping better. The mental tax of consistent, unmentioned disappointment had dropped. They were working just as difficult, but with less friction.

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



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

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

Are we truly 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 honest answers leave you anxious, that is not a sign of failure. It is a sign that your organization has grown to the point where informal practices are no longer enough.

Leadership team coaching offers a structured way to respond to that minute. It welcomes your most senior people into a various sort of learning environment, one where their own meetings, options, and patterns become the raw material for growth.

Done with care, it develops 3 things every organization needs to grow in intricacy:

Real dedication to shared results, even when it costs.

Concrete skills in how you decide, prepare, and execute. Robust partnership that can hold disagreement 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 make it through the future. They let them shape 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 leadership boot camp
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Learning Point Group uses blended learning approach
Learning Point Group helps measure leadership impact
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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?

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