

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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- Monday: 9:00 AM–6:00 PM
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- Friday: 9:00 AM–6:00 PM
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Every company has managers. Far less have true multipliers: leaders who methodically highlight more intelligence, effort, and ownership in everybody around them.

The difference appears in painfully concrete ways. 2 business with similar products and budgets can wind up in totally different places: one battling fires and burning individuals out, the other shipping wise work, learning fast, and keeping excellent people even in hard markets.

What separates them is seldom a single brave CEO. It is the method the leadership team operates as a system.

That is where leadership team coaching comes in. Done well, it turns a collection of strong individuals into a multiplier culture that makes high efficiency feel sustainable, not exhausting.

I will walk through how that shift happens in genuine companies, where it gets unpleasant, and what leadership training, leadership workshops, and leadership tools in fact move the needle.

From "Strong Managers" to a Multiplier Culture

Many senior teams have lots of capable managers who strike their individual targets. On paper, things look fine. Yet if you talk with people 2 or three layers down, you hear a various story:

People await signoff instead of making decisions. Teams depend upon a couple of "heroes" to solve every hard problem. Projects stall in handoffs in between departments. High performers get disappointed and start looking elsewhere.

That is a culture of addition. Leaders add their own effort and intelligence to the system, however they are not multiplying the abilities of everybody else. It works for a while, specifically in smaller organizations, but it does not scale.

A multiplier culture feels and look different. When you walk into a leadership meeting, you notice a couple of things extremely rapidly:

People challenge each other without posturing or defensiveness. The team is consumed with clearness instead of control. Leaders invest more time on systems and less on individual heroics. Ownership presses outward instead of collapsing upward.

The job of leadership development at this level is not to teach generic "executive presence". It is to rewire how the leadership team thinks, chooses, and discovers together so that multiplier habits become the norm.

Why Leadership Team Coaching Beats Lone-Ranger Training

Most business buy leadership training for people. That works up to a point. A few days of leadership workshops, a strong 360-degree evaluation, an individual coach: those can help a leader become more self-aware and intentional.

The problem is context. A leader may leave a program influenced to delegate more, run better conferences, or invite dissent. Then they go back to a leadership team where:

Every decision is intensified to the same 2 executives. Meetings reward polished updates, not thoughtful threats. People who speak out get subtle signals to "stay in their lane".

In that environment, brand-new habits wither. The system is stronger than the individual.

Leadership team coaching takes on the system directly. Instead of asking each leader to be an only hero, it deals with the leadership team as the main unit of modification. The focus shifts from "How are you leading your function?" to "How are we, together, forming a high-performance culture across this business?"

When that work is succeeded, you see compounding results. A single modification in how the leadership team sets concerns, deals with conflict, or models learning ripples across hundreds or thousands of people.

A Quick Story: When the Team Ended Up Being the Bottleneck

A couple of years back, I worked with a 600-person tech business that was struggling with growth. Profits was strong, clients were happy, however nearly every internal metric told a different story. Cycle times were slowing, burnout was increasing, and cross-team tasks took twice as long as planned.

The CEO at first requested for leadership training for two vice presidents who were "not scaling." After a handful of discussions, it became clear the problem was more comprehensive. The entire executive team of eight leaders had silently end up being the bottleneck.

Every significant decision flowed through their weekly meeting. They utilized that time to examine status updates, respond to surprises, and appoint tasks. Nobody entrusted to real clarity on tradeoffs or ownership. Directors invested their weeks interpreting vague top priorities and trying not to step on other teams' toes.

We shifted from private coaching to leadership team coaching. For the very first 3 months, we focused only on the executive team's own habits:



How they set priorities. How they debated. How they communicated decisions. How they reacted when things went wrong.

There was no big inspirational launch. We merely changed how this small group worked together.

Six months later on, a customer-facing cross-functional initiative that previously would have taken nine months shipped in four and a half. Not since individuals worked longer hours, but since:

Directors had clear decision rights. Dependencies were surfaced early rather than in crisis. Leaders stopped rescinding authority at the first sign of trouble.

That is the multiplier impact in practice. When the leadership team changes how it leads, whatever listed below it changes faster and with less friction.

Four Common Ways Leaders Inadvertently Diminish Performance

Most leaders do not get up and choose to suppress initiative. They do it accidentally, typically as a result of what made them successful in earlier roles. In team coaching sessions, there are four patterns that show up again and again.

First, overhelping. A leader who constructed their career as an issue solver keeps leaping in with answers. Their objectives are great, however their team stops battling with difficult problems. I keep in mind a COO who prided himself on addressing Slack messages within 5 minutes. His team loved his accessibility, however they were avoiding difficult calls because they understood he would ultimately step in.

Second, unnoticeable clearness spaces. The leadership team thinks top priorities are obvious. Individuals on the ground see contending instructions and shifting expectations. When I talked to managers in one company, six various definitions of "leading concern" emerged, all coming from the exact same executive team.

Third, misaligned incentives in between leaders. One executive is rewarded for growth, another for cost control, another for danger reduction. Without explicit alignment, they combat quiet grass wars. Their teams do the same, and partnership ends up being a settlement rather of a shared problem-solving effort.

Fourth, fear of wasted time. Leaders prevent deep conversations about how they interact since "we have genuine work to do." Paradoxically, this implies they never ever repair the very patterns that waste the most time: unclear ownership, repetitive debates, careless handoffs.

Good leadership team coaching surface areas these patterns without blame. The objective is not to find a villain, but to make the undetectable noticeable so the team can pick something better.



What Efficient Leadership Team Coaching Actually Looks Like

A lot of people hear "coaching" and visualize a motivational speaker or a few gentle concerns about sensations. Effective leadership team coaching is even more structured and concrete.

Most engagements I have actually seen work best when they blend 3 ingredients.

The first is real-time observation. The coach sits in on real leadership conferences and enjoys how choices get made. Who speaks first and last. How conflict is surfaced or avoided. How unclear dedications are or are not challenged. This offers everybody a shared mirror instead of counting on self-reporting.

The second is focused leadership workshops customized to the team's genuine problems. These are not generic speak about "interaction skills." They might dive into topics like choice architecture, constructive conflict, or strategic prioritization, constantly anchored in the team's existing service challenges.

The third is continuous practice and feedback. In between workshops, leaders attempt little experiments in how they run conferences, share info, or give feedback. The coach helps them debrief, notice patterns, and adjust. With time, this ends up being a discipline, not a one-off event.

When those 3 pieces exist, leadership development stops being abstract. It ends up being directly tied to the offers you win, the products you deliver, and individuals you keep.

Building the Foundations: Safety, Clearness, and Candor

There are limitless leadership tools out there, but most of them rest on a few foundational conditions. Without these, no quantity of training will stick.

Psychological safety is the very first. On a high-performing leadership team, people can confess they do not know, change their minds, or challenge a peer's concept without worry of humiliation or payback. That does not mean everybody is mild or always comfy. It implies the expense of speaking the reality is lower than the expense of remaining silent.

Clarity is the second. Teams that move quick understand what video game they are playing and how they will keep score. They know the difference between a concept and a preference, between a reversible decision and an irreversible one. Clearness drastically minimizes the requirement for control.



Candor is the 3rd. Many senior teams are courteous but opaque. Genuine sensations come out in side conversations after the conference. Coaching concentrates on helping the team bring those conversations into the room, in a manner that remains considerate and focused on the work.

When security, clarity, and sincerity enhance, whatever else gets easier. Performance discussions feel less like ambushes and more like joint issue solving. Method conversations turn from presentations into debates. People

lower in the company see that it is safe to tell the reality about dangers and failures.

A Shared Language for Leadership

One underappreciated advantage of leadership training and leadership workshops is the creation of a shared language. Without that, every leader brings their own psychological design of "good leadership," got from previous employers or books.

During team coaching, I frequently introduce a little set of leadership tools and structures, then encourage the team to tailor and adopt them. The goal is not intellectual novelty. It is to give people a compact way to speak about complex situations.

For example, a team might adopt an easy set of choice types, such as:

Recommend - where a group proposes and a single leader decides. Agree - where all crucial stakeholders must align before moving. Consult - where input is collected but someone has last word. Inform - where the choice is made elsewhere however needs to be shared.

Once everybody understands these terms, a leader can say, "This hiring process is stuck due to the fact that we are treating it like Agree when it need to be Recommend." In ten seconds, they surface a structural problem that might have taken weeks of disappointment and unclear authority.

Shared language is a force multiplier. It reduces friction, minimizes misconception, and makes it much easier to identify and fix repeating issues.

Simple Practices That Change How a Leadership Team Operates

Many leadership development efforts fail due to the fact that they stay theoretical. The real development originates from small, repeatable practices that hardwire new habits into the calendar.

Here are a couple of useful rituals that have actually made the greatest distinction across leadership teams I have worked with:

- A "choice log" for the leadership team, noticeable to all managers, where every significant choice includes what was chosen, why, who owns it, and when to revisit.
- A five-minute "learning loop" at the end of weekly leadership conferences: what did we discover today, and what do we wish to attempt differently next week.
- Rotating facilitation of leadership meetings so that no single leader is always in charge of the agenda and airtime.
- Quarterly "culture retrospectives" where the team examines a few real incidents and asks: What did our action teach the company about what we value.
- A guideline that any top priority or strategy change should be caught in composing within 24 hours and shared with a clear "this replaces that" statement.

Each of these is basic. None requires brand-new software or a large spending plan. Yet when practiced consistently, they move the lived experience of everyone who reports to the leadership team.

Leadership Workshops vs Continuous Practice

Organizations sometimes ask whether they should focus on leadership workshops or longer-term leadership team coaching. The very best response depends on their objectives and constraints.

Short, extensive workshops are effective for producing shared understanding and momentum. They are perfect when:

You are kicking off a brand-new strategy and need positioning. You are onboarding a number of brand-new leaders simultaneously. You need to reset after a merger, reorg, or major crisis.

The restriction is sturdiness. Without follow-through, even the best workshop becomes a pleasant memory. Individuals fall back into familiar grooves, particularly under pressure.

Ongoing leadership team coaching, on the other hand, is more about behavior with time. It is slower and in some cases less attractive, however it embeds brand-new routines into the operating system of the business. You might not get the exact same "huge event" energy, however six or twelve months later, you see quantifiable modifications in how decisions are made and how people feel about working there.

A practical method is to combine them. Usage leadership workshops to compress learning and create a shared starting point. Then use coaching, check-ins, and structured experiments to make certain that learning improves genuine behavior.

A 90-Day Roadmap to Move From Supervisors to Multipliers

If you are prepared to shift your leadership team from a collection of capable supervisors to a real multiplier culture, it helps to think in concrete timeframes. Ninety days is enough to build momentum without pretending you will change everything overnight.

Here is one way to structure those first 3 months:

- Weeks 1 to 3: Identify how the leadership team actually operates. Run short, personal interviews across levels. Observe a few leadership conferences. Collect examples of current choices, misalignments, and successes.
- Weeks 4 to 6: Hold a concentrated leadership workshop to share the findings, line up on a small number of vital habits shifts, and settle on 2 or 3 practical routines or leadership tools to start using.
- Weeks 7 to 9: Practice and observe. Leaders experiment with the new rituals in real meetings and choices. A coach or internal facilitator gathers feedback and shows back what is working and where friction remains.
- Weeks 10 to 12: Change and devote. The team fine-tunes the new practices, clarifies any staying decision-rights confusion, and selects what to keep, what to alter, and what to stop.
- End of 90 days: Share the story. The leadership team communicates to the broader company what they have altered in how they lead, why it matters, and what people can anticipate next.

After those 90 days, the work is not "done." But the team will have proof that change is possible and advantageous. That develops the motivation to keep going instead of drifting back to old patterns.

Common Mistakes and How to Prevent Them

Every leadership team coaching effort strikes bumps. A couple of patterns show up so typically that it deserves naming them directly.

Token involvement from one or two senior leaders can quietly undermine the whole effort. When someone regularly gets here late, checks email, or treats the work as optional, others remember. The repair is not shaming, however a direct conversation at the level of the whole team: "If we say this matters however we do not all appear, we are teaching the company that this is theater."

Overengineering the procedure is another risk. Some teams try to introduce complex frameworks and dashboards before they have actually nailed simple essentials like clear programs, decisions written down, and transparent follow-up. In my experience, it is much better to master a couple of easy disciplines than to meddle advanced methods you can not sustain.

There is also the "coaching as therapy" trap. While emotions and history do matter, leadership team coaching is not group therapy. If conversations remain purely at the level of sensations without linking to decisions, behaviors, and service outcomes, individuals lose patience. The most reliable sessions move fluidly in between relational dynamics and concrete work.

Finally, it is easy to forget the middle layer. Directors and senior supervisors typically feel the impact of leadership team changes most acutely. If they are not brought along, misinterpretations fill the vacuum. Bringing them into parts of the leadership training, or at least sharing the new standards and tools clearly, prevents that space from widening.

Measuring Development Without Resorting to Vanity Metrics

Leaders like data. They also know how easily metrics can be gamed. When evaluating leadership development and leadership team coaching, I tend to look at a mix of qualitative and quantitative signals rather than a single score.

On the quantitative side, I focus on things like time-to-decision on cross-functional issues, employee engagement ratings specifically associated to trust and clarity, was sorry for attrition in key teams, and the portion of promotions filled internally. None of these is simply "caused" by leadership coaching, however taken together, they reveal whether the system is getting healthier.

On the qualitative side, hallway conversations and skip-level interviews are gold. Are people describing leadership meetings as beneficial or draining pipes. Do supervisors feel basically empowered to make calls without consistent escalation. Are teams appearing bad news earlier.

One easy concern I often utilize with leadership teams after six months is this: "What are we able to discuss now, constructively, that we could not discuss a year ago?" The answers to that concern normally reveal the genuine cultural shift.

When Leadership Team Coaching Is Not the Right Move

Sometimes, leaders reach for coaching when the genuine concern is different.

If there is a fundamental misalignment at the really leading, such as a CEO and board with conflicting visions or a senior leader participated in consistently toxic behavior that goes unaddressed, no amount of coaching will fix it. That is a responsibility and governance problem.

If the company remains in immediate existential crisis, you may not have the capability for deep cultural work. You may require a wartime footing for a few months. That said, how leaders act under crisis still sends powerful signals about what sort of culture they want afterward.

And if the leadership team is not happy to look truthfully at its own contribution to present problems, coaching tends to become a performative box-ticking workout. I constantly ask early on: "Are you ready to discover that you belong to the problem, not simply the service?" If the answer is no, you are not prepared for real coaching.

From Personal Proficiency to Cumulative Responsibility

The most motivating shift I see when leadership team coaching actually lands is a move from individual heroism to collective responsibility.

Instead of, "My function is great, the issue is over there," leaders start saying, "We developed this together, so we will fix it together." Instead of searching for the one brilliant hire or the perfect leadership workshop, they invest in the sluggish, in some cases uncomfortable work of reshaping how they operate as a unit.

That is where managers become multipliers. Not since they unexpectedly get a brand-new personality, however because they align around a shared method of leading that invites more ownership, more learning, and more guts from everyone around them.

When the leadership team genuinely lives that method, high-performance cultures stop being mottos on the wall and start [leadership tools Learning Point Group](#) appearing in how individuals feel walking into work on Monday morning.

Learning Point Group is full service consulting firm

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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?

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