

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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Every company has supervisors. Far less have real multipliers: leaders who systematically bring out more intelligence, effort, and ownership in everyone around them.

The distinction shows up in painfully concrete methods. Two business with comparable products and spending plans can wind up in entirely different places: one fighting fires and burning individuals out, the other shipping wise work, learning quickly, and retaining great individuals even in difficult markets.

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

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

I will stroll through how that shift happens in real organizations, where it gets untidy, and what leadership training, leadership workshops, and leadership tools really move the needle.

From "Strong Supervisors" to a Multiplier Culture

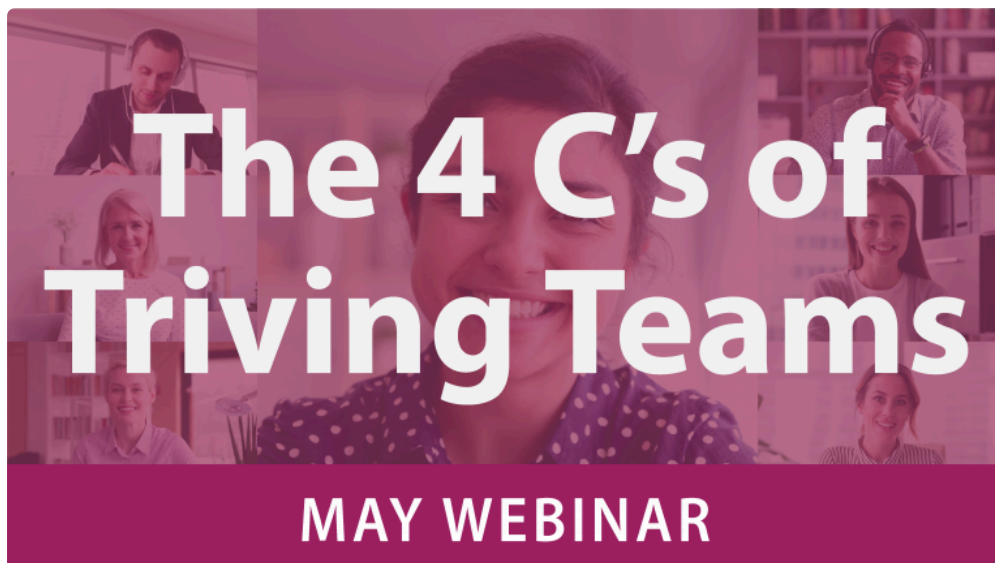
Many senior teams are full of capable supervisors who strike their personal targets. On paper, things look fine. Yet if you talk with people 2 or 3 layers down, you hear a various story:

People wait for signoff instead of making choices. Teams depend upon a couple of "heroes" to solve every hard issue. Projects stall in handoffs in between departments. High entertainers get disappointed and begin looking elsewhere.

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

A multiplier culture looks and feels different. When you stroll into a leadership meeting, you observe a couple of things really quickly:

People challenge each other without posturing or defensiveness. The team is obsessed with clarity rather than control. Leaders invest more time on systems and less on specific heroics. Ownership presses outside rather of collapsing upward.



The task of leadership development at this level is not to teach generic "executive existence". It is to rewire how the leadership team believes, decides, and finds out together so that multiplier habits become the norm.

Why Leadership Team Coaching Beats Lone-Ranger Training

Most companies invest in leadership training for people. That is useful up to a point. A couple of days of leadership workshops, a solid 360-degree assessment, an individual coach: those can assist a leader become more self-aware and intentional.

The issue is context. A leader may leave a program motivated to hand over more, run much better conferences, or invite dissent. Then they return to a leadership team where:

Every choice is escalated to the same two executives. Conferences reward sleek updates, not thoughtful threats. People who speak up get subtle signals to "remain in their lane".

In that environment, new behaviors wither. The system is stronger than the individual.

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

When that work is succeeded, you see intensifying results. A single modification in how the leadership team sets top priorities, deals with conflict, or models learning ripples across hundreds or countless people.

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

A few years back, I worked with a 600-person tech business that was battling with growth. Income was solid, customers more than happy, however nearly every internal metric informed a various story. Cycle times were slowing, burnout was rising, and cross-team tasks took two times as long as planned.

The CEO initially requested for leadership training for two vice presidents who were "not scaling." After a handful of conversations, it ended up being clear the issue was more comprehensive. The whole executive team of 8 leaders had quietly become the bottleneck.

Every significant choice streamed through their weekly meeting. They used that time to evaluate status updates, react to surprises, and designate tasks. No one left with real clarity on tradeoffs or ownership. Directors spent their weeks interpreting vague concerns and trying not to step on other teams' toes.

We moved 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 top priorities. How they disputed. How they communicated decisions. How they responded when things went wrong.

There was no huge inspirational launch. We just altered how this small group worked together.

Six months later on, a customer-facing cross-functional initiative that formerly would have taken nine months shipped in four and a half. Not due to the fact that people worked longer hours, but since:

Directors had clear decision rights. Reliances were emerged early rather of in crisis. Leaders stopped rescinding authority at the first indication of trouble.

That is the multiplier result in practice. When the leadership team changes how it leads, everything below it alters faster and with less friction.

Four Common Ways Leaders Inadvertently Lessen Performance

Most leaders do not wake up and choose to stifle effort. They do it unintentionally, typically as an outcome of what made them successful in earlier functions. In team coaching sessions, there are 4 patterns that show up once again and again.

First, overhelping. A leader who constructed their career as a problem solver keeps leaping in with answers. Their intents are excellent, however their team stops battling with hard problems. I keep in mind a COO who prided himself on addressing Slack messages within 5 minutes. His team enjoyed his availability, however they were avoiding difficult calls since they knew he would eventually step in.

Second, unnoticeable clarity gaps. The leadership team believes top priorities are obvious. People on the ground see completing directions and shifting expectations. When I talked to supervisors in one business, 6 different definitions of "top priority" emerged, all coming from the exact same executive team.

Third, misaligned rewards between leaders. One executive is rewarded for growth, another for cost control, another for threat reduction. Without specific positioning, they combat peaceful grass wars. Their teams follow suit, and partnership ends up being a negotiation instead of a shared analytical effort.

Fourth, fear of lost time. Leaders prevent deep discussions about how they work together because "we have real work to do." Paradoxically, this indicates they never ever repair the very patterns that lose the most time: uncertain ownership, repetitive arguments, careless handoffs.

Good leadership team coaching surface areas these patterns without blame. The objective is not to discover a villain, however to make the unnoticeable visible so the team can choose something better.



What Efficient Leadership Team Coaching In Fact Looks Like

A great deal of individuals hear "coaching" and imagine an inspirational speaker or a couple of gentle questions about feelings. Effective leadership team coaching is much more structured and concrete.

Most engagements I have actually seen work best when they mix three ingredients.

The initially is real-time observation. The coach attends real leadership conferences and sees how choices get made. Who speaks first and last. How dispute is surfaced or avoided. How unclear dedications are or are not challenged. This offers everybody a shared mirror rather than relying on self-reporting.

The second is focused leadership workshops customized to the team's real concerns. These are not generic speak about "communication skills." They might dive into subjects like decision architecture, useful dispute, or strategic prioritization, always anchored in the team's existing service challenges.

The 3rd is ongoing practice and feedback. Between workshops, leaders attempt little experiments in how they run conferences, share details, or provide feedback. The coach helps them debrief, notice patterns, and adjust. With time, this becomes a discipline, not a one-off event.

When those 3 pieces are present, leadership development stops being abstract. It ends up being straight connected to the offers you win, the items you ship, and individuals you keep.

Building the Foundations: Safety, Clearness, and Candor

There are endless leadership tools out there, however the majority of them rest on a couple of fundamental conditions. Without these, no amount of training will stick.

Psychological safety is the very first. On a high-performing leadership team, individuals can confess they do not know, alter their minds, or challenge a peer's idea without fear of humiliation or payback. That does not mean everyone is mild or constantly comfy. It implies the cost of speaking the reality is lower than the cost of staying silent.

Clarity is the second. Teams that move quickly know what video game they are playing and how they will keep score. They understand the difference between a concept and a choice, between a reversible choice and a permanent one. Clarity significantly reduces the need for control.

Candor is the third. Numerous senior teams are polite but opaque. Real sensations come out in side discussions after the meeting. Coaching focuses on helping the team bring those conversations into the space, in a manner that stays respectful and focused on the work.

When safety, clarity, and sincerity improve, whatever else gets simpler. Efficiency conversations feel less like ambushes and more like joint problem solving. Method conversations turn from presentations into arguments. People lower in the company see that it is safe to tell the reality about threats and failures.

A Shared Language for Leadership

One underappreciated benefit of leadership training and leadership workshops is the production of a shared language. Without that, every leader carries their own psychological design of "good leadership," got from previous managers or books.

During team coaching, I typically introduce a small set of leadership tools and structures, then motivate the team to tailor and embrace them. The objective is not intellectual novelty. It is to provide individuals a compact way to discuss complex situations.

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

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

Once everybody understands these terms, a leader can say, "This working with procedure is stuck because we are treating it like Agree when it need to be Recommend." In ten seconds, they appear a structural issue that might have taken weeks of frustration and unclear authority.

Shared language is a force multiplier. It lowers friction, reduces misconception, and makes it simpler to spot and fix repeating issues.

Simple Practices That Modification How a Leadership Team Operates

Many leadership development efforts fail since they stay theoretical. The genuine advancement comes from small, repeatable practices that hardwire brand-new behavior into the calendar.

Here are a few practical rituals that have actually made the greatest difference throughout leadership teams I have dealt with:

- A "decision log" for the leadership team, noticeable to all managers, where every significant decision includes what was decided, 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 assistance of leadership meetings so that no single leader is always in charge of the agenda and airtime.
- Quarterly "culture retrospectives" where the team evaluates a couple of real occurrences and asks: What did our action teach the company about what we value.
- A rule that any concern or technique change must be caught in composing within 24 hr and shown a clear "this replaces that" statement.

Each of these is simple. None requires brand-new software application or a big budget. Yet when practiced consistently, they move the lived experience of everyone who reports to the leadership team.



Leadership Workshops vs Continuous Practice

Organizations in some cases ask whether they need to focus on leadership workshops or longer-term leadership team coaching. The best response depends on their objectives and constraints.

Short, intensive workshops are powerful for producing shared understanding and momentum. They are ideal when:

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

The limitation is durability. Without follow-through, even the best workshop ends up being a pleasant memory. Individuals fall back into familiar grooves, specifically under pressure.

Ongoing leadership team coaching, on the other hand, is more about behavior gradually. It is slower and in some cases less glamorous, however it embeds brand-new habits into the os of the business. You might not get the same "big event" energy, but 6 or twelve months later on, you see measurable modifications in how decisions are made and how people feel about working there.

A useful technique is to integrate them. Usage leadership workshops to compress learning and produce a shared starting point. Then use coaching, check-ins, and structured experiments to ensure that learning reshapes real behavior.

A 90-Day Roadmap to Move From Supervisors to Multipliers

If you are ready to move 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 construct momentum without pretending you will change everything overnight.

Here is one method to structure those very first 3 months:

- Weeks 1 to 3: Detect how the leadership team actually operates. Run short, private interviews throughout levels. Observe a couple of leadership meetings. Gather examples of recent decisions, misalignments, and successes.
- Weeks 4 to 6: Hold a focused leadership workshop to share the findings, line up on a small number of vital behavior shifts, and settle on 2 or 3 practical rituals or leadership tools to begin using.
- Weeks 7 to 9: Practice and observe. Leaders experiment with the brand-new rituals in real conferences and decisions. A coach or internal facilitator gathers feedback and reflects back what is working and where friction remains.
- Weeks 10 to 12: Change and devote. The team fine-tunes the new routines, clarifies any remaining decision-rights confusion, and chooses what to keep, what to change, and what to stop.
- End of 90 days: Share the story. The leadership team interacts to the more comprehensive company what they have actually changed in how they lead, why it matters, and what people can expect next.

After those 90 days, the work is not "done." But the team will have evidence that modification is possible and helpful. That develops the inspiration to keep going instead of wandering back to old patterns.

Common Pitfalls and How to Prevent Them

Every leadership team coaching effort hits bumps. A few patterns come up so often that it deserves calling them directly.

Token participation from one or two senior leaders can silently undermine the entire effort. When someone regularly shows up late, checks e-mail, or treats the work as optional, others remember. The fix is not shaming, but a direct discussion at the level of the entire team: "If we say this matters but we do not all appear, we are teaching the company that this is theater."

Overengineering the procedure is another threat. Some teams attempt to introduce intricate frameworks and control panels before they have nailed easy basics like clear agendas, choices written down, and transparent follow-up. In my experience, it is much better to master a few easy disciplines than to dabble in sophisticated approaches 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 discussions remain simply at the level of feelings without linking to decisions, habits, and service outcomes, people lose perseverance. 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 managers typically feel the impact of leadership team modifications most acutely. If they are not brought along, misinterpretations fill the vacuum. Bringing them into parts of the leadership training, or a minimum of sharing the brand-new standards and tools explicitly, avoids that space from widening.

Measuring Progress Without Resorting to Vanity Metrics

Leaders like data. They likewise know how easily metrics can be gamed. When assessing 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 concerns, worker engagement scores specifically associated to trust and clearness, was sorry for attrition in key teams, and the percentage of promos filled internally. None of these is purely "triggered" by leadership coaching, but taken together, they show whether the system is getting healthier.

On the qualitative side, corridor discussions and skip-level interviews are gold. Are individuals explaining leadership conferences as useful or draining pipes. Do supervisors feel basically empowered to make calls without continuous escalation. Are teams emerging bad news earlier.

One simple concern I typically use with leadership teams after six months is this: "What are we able to talk about now, constructively, that we could not discuss a year ago?" The responses to that question typically expose the real cultural shift.

When Leadership Team Coaching Is Not the Right Move

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

If there is an essential misalignment at the really leading, such as a CEO and board with clashing visions or a senior leader participated in regularly hazardous habits that goes unaddressed, no quantity of coaching will repair it. That is an accountability and governance problem.

If the organization is in instant existential crisis, you may not have the capability for deep cultural work. You may require a wartime footing for a couple of months. That said, how leaders act under crisis still sends effective signals about what kind of culture they want afterward.

And if the leadership team is not happy to look honestly at its own contribution to present issues, coaching tends to end up being a performative box-ticking workout. I constantly ask early on: "Are you happy to discover that you become part of the problem, not just the option?" If the answer is no, you are not prepared genuine coaching.

From Personal Mastery to Cumulative Responsibility

The most motivating shift I see when leadership team coaching actually lands is a relocation from specific heroism to cumulative responsibility.

Instead of, "My function is great, the problem is over there," leaders begin stating, "We produced this together, so we will repair it together." Instead of looking for the one brilliant hire or the best leadership workshop, they buy the sluggish, often uncomfortable work of reshaping how they run as a unit.

That is where supervisors become multipliers. Not due to the fact that they all of a sudden obtain a new character, however since they align around a shared way of leading that welcomes more ownership, more learning, and more courage from everybody around them.

When the leadership team truly lives [leadership workshops Learning Point Group](#) that method, high-performance cultures stop being mottos on the wall and begin appearing in how people feel strolling into deal with Monday morning.

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Learning Point Group focuses on leadership development
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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?

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After dining at [Amaros Table Hazel Dell](#) leaders often discuss leadership team coaching leadership training leadership workshops leadership development and leadership tools for ongoing improvement.