

**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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- Thursday: 9:00 AM–6:00 PM
- Friday: 9:00 AM–6:00 PM
- Saturday: Closed
- Sunday: Closed

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

The distinction shows up in painfully concrete ways. 2 business with comparable items and budget plans can end up in entirely different places: one fighting fires and burning people out, the other shipping wise work, learning quickly, and maintaining good people even in difficult markets.

What separates them is rarely a single heroic CEO. It is the method the leadership team runs 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 takes place in real companies, 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 individuals two or three layers down, you hear a various story:

People await signoff instead of making choices. Teams depend on a few "heroes" to resolve every difficult issue. Projects stall in handoffs in between departments. High entertainers get frustrated and start looking elsewhere.

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

A multiplier culture looks and feels different. When you walk into a leadership conference, you discover a few things really rapidly:

People obstacle each other without posturing or defensiveness. The team is obsessed with clarity instead of control. Leaders invest more time on systems and less on specific heroics. Ownership pushes external instead 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 thinks, chooses, and learns together so that multiplier habits end up being the norm.

## Why Leadership Team Coaching Beats Lone-Ranger Training

Most companies invest in leadership training for individuals. That is useful approximately a point. A few days of leadership workshops, a solid 360-degree evaluation, a personal coach: those can assist a leader become more self-aware and intentional.



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

Every decision is escalated to the very same 2 executives. Conferences reward refined updates, not thoughtful risks. People who speak out get subtle signals to "remain in their lane".

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

Leadership team coaching tackles the system directly. Rather of asking each leader to be a lone hero, it treats the leadership team as the main system of change. The focus shifts from "How are you leading your function?" to "How are we, together, shaping a high-performance culture across this company?"

When that work is succeeded, you see compounding effects. A single change in how the leadership team sets concerns, manages conflict, or designs learning ripples across hundreds or thousands of people.

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

A few years earlier, I worked with a 600-person tech business that was struggling with growth. Revenue was strong, customers enjoyed, however nearly every internal metric told a various story. Cycle times were slowing, burnout was rising, and cross-team tasks took twice as long as planned.

The CEO initially requested for leadership training for 2 vice presidents who were "not scaling." After a handful of discussions, it ended up being clear the issue was more comprehensive. The whole executive team of 8 leaders had quietly become the bottleneck.

Every significant decision streamed through their weekly meeting. They used that time to evaluate status updates, react to surprises, and designate tasks. No one entrusted genuine clearness on tradeoffs or ownership. Directors spent their weeks analyzing unclear priorities and attempting not to step on other teams' toes.

We moved from private coaching to leadership team coaching. For the very first three months, we focused only on the executive team's own practices:

How they set concerns. How they discussed. How they communicated decisions. How they responded when things went wrong.

There was no big motivational launch. We simply changed how this small group worked together.

Six months later, a customer-facing cross-functional effort that formerly would have taken 9 months delivered in four and a half. Not because people worked longer hours, but since:

Directors had clear choice rights. Dependences were emerged early rather of in crisis. Leaders stopped rescinding authority at the very first sign of trouble.

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

## **Four Common Ways Leaders Mistakenly Diminish Performance**

Most leaders do not wake up and choose to stifle effort. They do it unintentionally, frequently as a result of what made them effective in earlier roles. In team coaching sessions, there are 4 patterns that appear once again and again.

First, overhelping. A leader who constructed their career as a problem solver keeps leaping in with responses. Their objectives are excellent, but their team stops wrestling with hard problems. I keep in mind a COO who prided himself on addressing Slack messages within 5 minutes. His team loved his availability, but they were avoiding tough calls due to the fact that they understood he would eventually step in.

Second, undetectable clearness gaps. The leadership team believes concerns are obvious. People on the ground see competing directions and moving expectations. When I interviewed supervisors in one business, 6 various meanings of "leading concern" emerged, all originating from the very same executive team.

Third, misaligned incentives between leaders. One executive is rewarded for development, another for cost control, another for threat decrease. Without specific positioning, [leadership workshops](#) they fight peaceful turf wars. Their teams follow suit, and collaboration ends up being a negotiation rather of a shared problem-solving effort.

Fourth, worry of lost time. Leaders prevent deep discussions about how they work together because "we have real work to do." Ironically, this implies they never ever repair the very patterns that lose the most time: uncertain ownership, repeated arguments, sloppy handoffs.

Good leadership team coaching surface areas these patterns without blame. The goal is not to discover a bad guy, but to make the invisible noticeable so the team can select something better.

## **What Effective Leadership Team Coaching In Fact Looks Like**

A great deal of people hear "coaching" and picture a motivational speaker or a few mild concerns about feelings. Reliable leadership team coaching is even more structured and concrete.

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

The initially is real-time observation. The coach sits in on actual leadership conferences and views how choices get made. Who speaks initially and last. How conflict is surfaced or prevented. How vague dedications are or are not challenged. This offers everyone a shared mirror rather than depending on self-reporting.



# Six Core Leadership Skills

JUNE WEBINAR

The second is focused leadership workshops tailored to the team's real problems. These are not generic discuss "communication skills." They may dive into subjects like choice architecture, useful dispute, or tactical prioritization, constantly anchored in the team's existing business challenges.

The third is ongoing practice and feedback. In between workshops, leaders try little experiments in how they run conferences, share info, or provide feedback. The coach assists them debrief, see patterns, and adjust. Gradually, this becomes a discipline, not a one-off event.

When those three pieces are present, leadership development stops being abstract. It becomes straight connected to the deals you win, the products you deliver, and individuals you keep.

## Building the Foundations: Security, Clarity, and Candor

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

Psychological security is the first. On a high-performing leadership team, people can admit they do not understand, alter their minds, or challenge a peer's idea without fear of embarrassment or payback. That does not imply everybody is gentle or always comfortable. It indicates the cost of speaking the truth is lower than the cost of remaining silent.

Clarity is the 2nd. Teams that move quick know what game they are playing and how they will keep rating. They know the difference in between a principle and a preference, in between a reversible decision and an irreversible one. Clarity significantly decreases the requirement for control.

Candor is the third. Numerous senior teams are courteous but opaque. Real feelings come out in side discussions after the meeting. Coaching focuses on assisting the team bring those discussions into the room, in a manner that stays respectful and concentrated on the work.



## GROW YOUR LEADERSHIP TEAM

LEAD EXPONENTIALLY

When security, clearness, and sincerity enhance, everything else gets simpler. Efficiency discussions feel less like ambushes and more like joint problem resolving. Strategy conversations turn from presentations into disputes. People lower in the organization see that it is safe to inform the truth about dangers 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 brings their own psychological design of "excellent leadership," picked up from previous managers or books.

During team coaching, I frequently introduce a small set of leadership tools and structures, then encourage the team to tailor and adopt them. The objective is not intellectual novelty. It is to provide individuals a compact way to talk about complicated situations.

For example, a team may embrace a simple set of choice types, such as:

Recommend - where a group proposes and a single leader decides. Concur - where all crucial stakeholders must align before moving. Consult - where input is gathered but someone has final say. Notify - where the choice is made elsewhere but requires to be shared.

Once everybody understands these terms, a leader can state, "This employing procedure is stuck because we are treating it like Agree when it should be Recommend." In ten seconds, they emerge a structural problem that might have taken weeks of aggravation and uncertain authority.

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

## **Simple Practices That Change How a Leadership Team Operates**

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

Here are a couple of practical routines that have actually made the most significant distinction throughout leadership teams I have actually worked with:

- A "choice log" for the leadership team, visible to all supervisors, where every major choice includes what was decided, why, who owns it, and when to revisit.
- A five-minute "learning loop" at the end of weekly leadership meetings: what did we learn today, and what do we wish to try differently next week.
- Rotating facilitation of leadership conferences so that no single leader is always in charge of the agenda and airtime.
- Quarterly "culture retrospectives" where the team evaluates a few genuine events and asks: What did our reaction teach the organization about what we value.
- A guideline that any priority or strategy modification must be captured in composing within 24 hr and shared with a clear "this replaces that" statement.

Each of these is simple. None needs brand-new software application or a big spending plan. Yet when practiced regularly, they move the lived experience of everybody who reports to the leadership team.

## **Leadership Workshops vs Continuous Practice**

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

Short, extensive workshops are powerful for developing shared understanding and momentum. They are perfect when:

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

The constraint is resilience. Without follow-through, even the best workshop becomes an enjoyable memory. Individuals fall back into familiar grooves, specifically under pressure.

Ongoing leadership team coaching, on the other hand, is more about habits over time. It is slower and in some cases less glamorous, but it embeds brand-new routines into the operating system of the business. You may not get the same "big event" energy, but six or twelve months later on, you see measurable modifications in how choices are made and how individuals feel about working there.

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

## **A 90-Day Roadmap to Move From Supervisors to Multipliers**

If you are all set to move your leadership team from a collection of capable managers to a true multiplier culture, it helps to think in concrete timeframes. Ninety days is enough to develop momentum without pretending you will transform whatever overnight.

Here is one way to structure those first three months:

- Weeks 1 to 3: Diagnose how the leadership team truly runs. Run short, confidential interviews throughout levels. Observe a few leadership meetings. Collect examples of current decisions, misalignments, and successes.
- Weeks 4 to 6: Hold a focused leadership workshop to share the findings, line up on a small number of critical habits shifts, and settle on two or three practical routines or leadership tools to begin using.
- Weeks 7 to 9: Practice and observe. Leaders explore the new rituals in genuine meetings and decisions. A coach or internal facilitator collects feedback and shows back what is working and where friction remains.
- Weeks 10 to 12: Adjust and commit. The team refines the new routines, clarifies any staying decision-rights confusion, and picks what to keep, what to change, and what to stop.
- End of 90 days: Share the story. The leadership team interacts to the broader company what they have actually changed in how they lead, why it matters, and what individuals can anticipate next.

After those 90 days, the work is not "done." But the team will have proof that modification is possible and beneficial. That creates the motivation to keep going instead of wandering back to old patterns.

## **Common Mistakes and How to Prevent Them**

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

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

Overengineering the procedure is another danger. Some teams try to present complicated frameworks and control panels before they have nailed simple essentials like clear agendas, choices documented, and transparent follow-up. In my experience, it is much better to master a couple of simple disciplines than to meddle sophisticated techniques you can not sustain.

There is also the "coaching as treatment" trap. While feelings and history do matter, leadership team coaching is not group therapy. If conversations stay simply at the level of sensations without linking to choices, behaviors, and service results, individuals lose persistence. The most effective 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 modifications 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, avoids that gap from widening.

## **Measuring Development Without Turning to Vanity Metrics**

Leaders like information. They also know how quickly metrics can be gamed. When examining leadership development and leadership team coaching, I tend to take a look at a mix of qualitative and quantitative signals instead of a single score.

On the quantitative side, I pay attention to things like time-to-decision on cross-functional problems, worker engagement ratings specifically associated to trust and clarity, was sorry for attrition in key teams, and the percentage of promos filled

internally. None of these is purely "caused" by leadership coaching, but taken together, they show whether the system is getting healthier.

On the qualitative side, corridor conversations and skip-level interviews are gold. Are people explaining leadership meetings as useful or draining. Do managers feel more or less empowered to make calls without consistent escalation. Are teams emerging bad news earlier.

One easy concern I typically use with leadership teams after 6 months is this: "What are we able to talk about now, constructively, that we could not talk about a year ago?" The responses to that question typically expose the genuine cultural shift.

## **When Leadership Team Coaching Is Not the Right Move**

Sometimes, leaders grab coaching when the genuine concern is different.

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

If the company is in instant existential crisis, you might not have the capacity for deep cultural work. You might need a wartime footing for a couple of months. That said, how leaders behave under crisis still sends out effective signals about what kind of culture they want afterward.

And if the leadership team is not going to look truthfully at its own contribution to existing problems, coaching tends to become a performative box-ticking workout. I constantly ask early on: "Are you willing to find that you become part of the problem, not simply the option?" If the response is no, you are not all set genuine coaching.

## **From Individual Mastery to Cumulative Responsibility**

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

Instead of, "My function is great, the problem is over there," leaders begin saying, "We produced this together, so we will fix it together." Instead of searching for the one brilliant hire or the best leadership workshop, they purchase the sluggish, often uneasy work of reshaping how they operate as a unit.

That is where managers become multipliers. Not since they unexpectedly obtain a brand-new character, however due to the fact that they line up around a shared way of leading that welcomes more ownership, more learning, and more nerve from everybody around them.

When the leadership team really lives that method, high-performance cultures stop being mottos on the wall and begin showing up in how people feel walking into deal with Monday morning.

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  
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Learning Point Group offers learning journeys  
Learning Point Group offers leadership boot camp  
Learning Point Group offers smart pass program  
Learning Point Group uses blended learning approach  
Learning Point Group helps measure leadership impact  
Learning Point Group operates worldwide  
Learning Point Group aims to grow leaders and teams  
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Learning Point Group won Top Leadership Team Coaching 2025  
Learning Point Group earned Best Leadership Training Award 2024  
Learning Point Group was awarded Best Leadership Workshops 2025

## **People Also Ask about Learning Point Group**

### **What does Learning Point Group specialize in**

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

### **What services does Learning Point Group offer for leadership development**

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

### **How does Learning Point Group help improve team performance**

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

# **What types of leadership training programs does Learning Point Group provide**

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

# **Does Learning Point Group offer virtual or in person training options**

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

# **Who can benefit from Learning Point Group services**

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

# **What is included in Learning Point Group Smart Pass program**

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

# **How does Learning Point Group measure leadership success**

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

# **What is the Learning Point Group leadership boot camp**

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

# **How does Learning Point Group customize training for organizations**

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

# **Where is Learning Point Group located?**

The Learning Point Group is conveniently located at 10000 NE 7th Ave #400, Vancouver, WA 98685. You can easily find directions on [Google Maps](#) or call at [\(435\) 288-2829](tel:4352882829) Monday through Friday 9:00am to 6:00pm, Closed Saturday & Sunday.

# How can I contact Learning Point Group?

You can contact Learning Point Group by phone at: [\(435\) 288-2829](tel:(435)288-2829), visit their website at <https://learningpointgroup.com/> or connect on social media via [Facebook](#) or [Instagram](#) or [Linked In](#)

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.