

Business Name: Learning Point Group

Address: 10000 NE 7th Ave #400, Vancouver, WA 98685

Phone: (435) 288-2829

Learning Point Group

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

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

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

"We sent out 200 managers through that leadership workshop last year, and if I am truthful, very little changed. People liked it. They took the notebooks. Then everyone returned to their calendars."

If that sounds familiar, you are not alone. The issue is hardly ever a lack of excellent material. The issue is the gap in between intent and effect. Leaders have the right intentions after a course. The genuine test comes 3 months later, sitting in a tense team conference or a difficult one-to-one. Do they in fact behave differently?

That is where leadership development lives or dies.

This short article concentrates on that space: how to create leadership training, leadership workshops, and leadership team coaching that actually alters how individuals lead throughout the company, not simply what they

state about leadership in evaluations.

Why most leadership training evaporates

The typical pattern is easy to acknowledge. A business selects a respected service provider, runs a couple of extremely produced workshops, gathers radiant feedback kinds, and after that silently discovers that daily leadership feels the same.

There are a few repeating reasons.

First, leadership training typically sits too far from real work. Supervisors hear generic structures however hardly ever practice them against the gnarly issues presently on their plates: the peer they can not affect, the hard performance conversation, the method nobody appears to understand.

Second, the rest of the system does not support the modification. You teach managers coaching skills, but their KPIs still reward just short-term output. You reveal them how to delegate, however they remain buried in 12 back-to-back operational meetings a day. Intent crashes into context.

Third, nothing is made recyclable. Individuals may love the exercises in the workshop, then leave with a slide deck and no simple leadership tools they can get the very next morning with their teams. They remember that something about "psychological safety" seemed important. They can not recall a specific concern to ask in their next team check-in.

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

The fix is not more training. The repair is training that becomes practice, supported by leadership team coaching, practical leadership tools, and a clear expectation that the new habits are not optional.

Thinking like a behavior architect, not a course designer

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

You want to believe like a habits architect. That means asking questions such as:

What precisely ought to a supervisor do differently, minute by minute, after this workshop?

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

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

Here are examples that pass this test:

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

They will begin every major meeting by mentioning the choice they are here to move forward. They will ask a minimum of one open coaching question before providing recommendations to a direct report.

When leadership training gets anchored to daily practices like these, your odds of genuine change dive dramatically.

Make leadership workshops about real circumstances, not theoretical ones

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

The most efficient leadership workshops I have actually run or observed do something various: they ask participants to generate live product from their real leadership challenges.



That might be:

A current dispute in between two team members

A cross-functional project that is stuck A direct report whose efficiency is sliding A technique that people nod at but do not execute

Instead of case research studies from another business, participants dissect their own truth. They try out new leadership tools versus these real cases, then decide what to do when they return to the office.

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

Leadership tools that make it through Monday morning

The expression "leadership tools" can sound abstract, but what you are actually trying to find are basic, repeatable structures that fit inside existing rhythms.

Think less about huge structures, more about small habits wrapped in a format people can reuse with little effort. If you develop those tools well, they will begin to spread informally. Individuals ask, "What was that template you used because meeting?" or "Can you share that one-on-one structure you showed me?"

Here are 4 core leadership tools worth standardizing across a company:

1. A typical one-to-one template
2. A basic decision log
3. A team clearness canvas
4. A feedback script

That is our first list; we will enter into each, then later develop a second brief checklist.

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

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

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

What is top of mind for you this week?

What is going well that we ought to continue? Where are you stuck or obstructed, and how can I help? What are you learning, and where do you wish to grow? Anything we need to adjust about how we work together?

Then we practice using it on real concerns, not simply theory. I motivate managers to share the structure with their direct reports ahead of time and co-own the program. In time, this basic tool trains both individuals to think not just about jobs however also about development and collaboration.

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

2. A decision log that tames the chaos

One of the quiet killers of execution is fuzzy decisions. People leave meetings unsure what was chosen, who owns it, and how to revisit it later on. Hectic organizations generate decisions like confetti then immediately forget them.

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

Decision

Date Owner Stakeholders Rationale Evaluation date

During leadership team coaching sessions, I often ask leaders to rebuild the last five major decisions they made and position them in a choice log. It is often an unpleasant exercise. They recognize how many decisions float around in inboxes and memory, with no shared trace.

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

3. A team clarity canvas

When teams get stuck, the root cause is typically ambiguity. Who owns what, why we exist, which work truly matters. You can invest a lot of time on abstract culture work, or you can give leaders a very useful leadership tool to surface area and lower that ambiguity.

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

Purpose: Why does this team exist?

Priorities: What are our leading three concerns this quarter? Concepts: What are our agreed methods of working?

Plays: What are the 3 to 5 recurring activities that define our work? Individuals: Who owns which outcomes?

In a workshop, leaders fill this out for their own team, then compare. It usually stimulates valuable pain: "We do not settle on our leading three concerns," or "No one seems to own this outcome."

The appeal of a canvas like this is that it can take a trip. Leaders can take it to their teams, fine-tune it together, and revisit it each quarter. That is when leadership development starts to show up in performance.



4. A feedback script for hard moments

Many leaders know they ought to offer more direct, prompt feedback. They do not because they fear destructive relationships or beginning dispute they can not manage.

A simple feedback script gets rid of a few of the psychological friction. You might teach them a format along these lines:

Describe the habits factually.

Share the influence on you, the team, or the work. Welcome their perspective. Agree next steps.

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

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

Leadership team coaching: where culture actually shifts

Individual workshops are useful, but the genuine culture shapers in any organization are the leadership teams. How they act together sets the weather for everyone else.

Leadership team coaching is not simply group training. It is continuous work with a real team, in the context of genuine service cycles, goals, and stress. It blends facilitation, difficulty, and skill building.

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

First, it utilizes live company choices as the training ground. When a leadership team debates where to cut expenses or how to handle a stopping working line of product, they are showing their true practices. A knowledgeable coach helps them see those patterns in the minute, try out brand-new ones, and after that reflect.

Second, it focuses on the "space behind the space." Every leadership team has unmentioned contracts and resentments. Possibly operations and sales avoid certain subjects. Possibly the CEO dominates airtime. Leadership development at this level becomes less about tools and more about courage and trust.

Third, it links directly to how they waterfall habits. You do not want a leadership team that behaves one method their off-site, then goes back to old practices in front of their individuals. In coaching, you explicitly ask, "What will your teams see differently from you this month?" and then examine back.

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

Designing leadership training as a series of experiments

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

Instead of a two-day workshop that tries to cover everything, believe in cycles. For instance, a 90-day leadership [leadership training](#) sprint where leaders:

Attend a focused workshop on a few core leadership tools.

Choose two or three specific habits they will check in their teams. Get lightweight coaching, peer support, or pushes throughout the cycle. Go back to a reflection session to share outcomes, change, and pick the next experiments.

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

Experiments likewise lower the worry of "getting it wrong." A leader may say, "For the next 4 weeks, I am going to attempt this brand-new format for our Monday team meeting. At the end, we will choose what to keep." That openness decreases resistance and welcomes co-creation.

The examination changes too. Rather of asking only, "Did you like the workshop?", you ask, "What did you try? What happened? What would you do in a different way next time?" That is the language of practice, not consumption.

A practical pre-training list for real impact

If you are preparing a new age of leadership development, here is an uncomplicated checklist to use before you sign agreements or book rooms:

1. Can we articulate 3 to 5 concrete habits we anticipate to alter, in language you could film with a camera?
2. Have we recognized where these behaviors will live in existing regimens, meetings, and routines?
3. Will individuals entrust to a little set of reusable leadership tools they can use the next day?
4. Are senior leaders noticeably committed to using the exact same tools and language?

5. Have we prepared at least one follow-up touchpoint within 6 to 8 weeks to support application?

That is our 2nd and last list. Each product looks nearly unimportant by itself. Skipping any of them, especially the last 2, is where most programs start to leak impact.

How to spread leadership tools throughout the organization

Getting a group of 30 supervisors to adopt brand-new leadership tools is something. Spreading them across hundreds or thousands of individuals is another.

Here are a few patterns that help.

Treat early friends as co-designers, not simply participants. After the very first leadership workshops, ask which tools they actually used, what they adjusted, and what fell flat. Fine-tune the toolkit before you scale.

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

Ask senior leaders to select a small number of visible behaviors they will design regularly. For instance, starting every major meeting by calling the preferred decision, or using the same feedback script after huge presentations. People learn faster by seeing than by reading.

Work with HR and operations to align rewards and procedures. If you teach supervisors to focus on development discussions however your performance system ignores development and just tracks numerical outcomes, they will feel dragged back into old habits.

Over-communicate success stories. When a team utilizes the brand-new tools to untangle a conflict or speed up a task, share the story. Not as propaganda, but as a concrete example of what "excellent leadership" looks like here.

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

Measuring what matters, not simply what is easy to count

The temptation with leadership training is to measure what is closest to hand: attendance, complete satisfaction ratings, conclusion rates. Those inform you something, but not the important things you truly care about.



Three concerns matter much more:

Are leaders doing anything differently?

Is the quality of discussions improving? Is there any impact on service results that depend heavily on leadership behavior?

To address the first 2, you can utilize a mix of self-report and 180 or 360 feedback, however keep it tight. Ask direct reports and peers whether they have seen particular habits regularly. For instance, "My supervisor holds routine one-to-ones that include time for my development" or "In conferences, we complete with clear decisions and owners."

To connect leadership development to company outcomes, pick metrics that are plausibly influenced by leadership. That may be team engagement ratings, regretted attrition, cycle times, or quality of cross-functional partnership on vital projects.

Be honest about attribution. Numerous factors influence these metrics. Your objective is not a best causal study, it is a sensible story backed by information: where we invested in leadership training and leadership team coaching anchored in useful tools, do we see better results than in similar areas where we did not?

Over a year or two, the patterns become clearer. Senior stakeholders care less about slide decks and more about "this department embraced the toolkit totally and now has 30 percent lower was sorry for attrition amongst high entertainers."

When not to train, a minimum of not yet

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

If there is a major unsolved structural problem - such as continuous reorganizations, a harmful senior leader who stays untouchable, or disorderly technique modifications every couple of weeks - leadership training can seem like a diversion or perhaps a cover story.

In those circumstances, it can be more truthful and more reliable to start with focused leadership team coaching at the top, or with targeted interventions on the most uncomfortable structural problems. As soon as there is

some stability and trust that the organization means what it says, broader leadership development programs have a much better possibility of sticking.

Training multiplies what currently exists. In a fairly healthy system, it accelerates development. In a deeply unhealthy system, it sometimes amplifies frustration.

Bringing everything together

Leadership training that sticks is less about motivation and more about combination. You want leaders to walk out of a workshop not just thinking differently, but understanding precisely what to try in their next one-to-one, their next team meeting, or their next difficult conversation.

When leadership workshops are anchored in real work, when leadership team coaching helps senior individuals model the very same tools, and when simple leadership tools spread out through the everyday regimens of the organization, you close the gap in between intent and impact.

People stop stating, "We did that course in 2015," and start saying, "This is just how we lead here."

Learning Point Group is full service consulting firm

Learning Point Group focuses on leadership development

Learning Point Group focuses on team development

Learning Point Group focuses on organizational development

Learning Point Group provides leadership training

Learning Point Group provides coaching services

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Learning Point Group supports leadership teams

Learning Point Group supports frontline leaders

Learning Point Group supports emerging leaders

Learning Point Group provides customized learning solutions

Learning Point Group offers learning journeys

Learning Point Group offers leadership boot camp

Learning Point Group offers smart pass program

Learning Point Group uses blended learning approach

Learning Point Group helps measure leadership impact

Learning Point Group operates worldwide

Learning Point Group aims to grow leaders and teams

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Learning Point Group earned Best Leadership Training Award 2024

Learning Point Group was awarded Best Leadership Workshops 2025

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What does Learning Point Group specialize in

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

What services does Learning Point Group offer for leadership development

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

How does Learning Point Group help improve team performance

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

What types of leadership training programs does Learning Point Group provide

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

Does Learning Point Group offer virtual or in person training options

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

Who can benefit from Learning Point Group services

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

What is included in Learning Point Group Smart Pass program

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

How does Learning Point Group measure leadership success

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

What is the Learning Point Group leadership boot camp

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

How does Learning Point Group customize training for organizations

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

Where is Learning Point Group located?

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

How can I contact Learning Point Group?

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