

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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On a rainy Thursday in Seattle a few years earlier, I watched a senior leadership team implode over a whiteboard.

Six executives, 6 markers, and six various top priorities. One leader circled profits projections 3 times. Another kept removing anything that was not about consumer impact. Somebody muttered, "We have actually discussed this for months," and pressed their chair back. You could feel the aggravation in the room.

They were not brief on intelligence or experience. What they did not have was shared commitment, visible proficiency as a team, and a method to team up without grinding each other down.

NEW LEADER LAUNCH



LEARNING ON-DEMAND

The minute that moved everything was stealthily easy. We did not include another framework or grand technique. I presented 3 little leadership tools, then stayed primarily out of the method while they practiced using them in real time. Within ninety minutes, they had a clear set of agreements, more honest discussion than they had actually handled in 6 months, and something unusual: peaceful confidence that they might do this together.

Leadership team coaching is not about turning executives into perfect humans. It is about offering talented people practical methods to line up, decide, and overcome conflict without losing trust. A lot of the most beneficial tools are compact sufficient to fit on a single sheet of paper, yet deep enough to utilize for years.

This article walks through those kinds of tools, formed by real leadership training experiences with teams from the Pacific Northwest and beyond, and tuned for leaders who desire more than slogans and slides.

Why team leadership work feels harder than it should

Most teams do not fail because of weak technique. They fail in the quieter, more human places.

You see it when a CEO states, "We settled on this last quarter," and three executives look blank. Or when a senior leader tells me independently, "My peers are terrific separately, but in a room together we are horrible." The gap between prospective and efficiency frequently comes down to three missing elements: sustained dedication, demonstrated proficiency, and healthy collaboration.

Commitment is not simply contract. It is clearness about what we will do, what we will not do, and what we will compromise together. Competence is not just individual skill. It is the capability of the leadership team to think, decide, and function as a coherent system. Cooperation is not being great to each other. It is the capability to emerge hard facts, hash out trade offs, and then leave the space unified enough that your teams are not confused.

Leadership development programs typically target individuals. Those have worth, however if you train ten leaders in seclusion and after that toss them back into a misaligned team, most of that worth evaporates. The friction in the system will subdue the fresh insight in their notebooks.

Leadership team coaching targets at the system itself. The unit of change is not simply "you as a leader," but "us as a leadership team." The tools that work best in this context tend to share three qualities:

1. They are easy sufficient to describe on a flip chart.
2. They are robust enough to make it through real organizational pressure.

3. They become part of the method the team runs business, not just part of a workshop.

Let us take a look at some of those tools in detail.

Tool 1: A shared program that is not a calendar

One of the most common failure patterns I see in leadership workshops is a packed agenda that looks excellent and achieves almost absolutely nothing. The day fills with status updates, discussion decks, and courteous concerns. By the end, everyone is worn out and behind on e-mail, yet no one can name 3 concrete choices that were made.

A leadership team's program need to operate more like a contract than a schedule. It addresses 3 concerns before anybody walks into the space:

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- What are business results we should move today?
- What are the relationship outcomes we want to protect or strengthen?
- What do we need to discover or clarify so we can move much faster later?

A simple tool that typically changes the tone of leadership conferences is the "3 x 3 program." Instead of a long list of topics, the team settles on 3 results, 3 decisions, and three questions.

Here is how it operates in practice. Before each recurring leadership session, the meeting owner sends out a one page pre read with three short areas:

1. Outcomes: For instance, "Line up on the leading 2 top priorities for the next quarter," "Verify budget envelope for item launch," "Clarify ownership for consumer churn technique."
2. Decisions: For instance, "Authorize or decrease growth to the Denver workplace this fiscal year," "Select one of three choices for re org of operations," "Agree on metrics to track in weekly report."
3. Questions: For instance, "What are the 2 biggest threats we are not naming," "Where are we duplicating effort throughout departments," "What are we doing that no longer fits our size and stage?"

When a team utilizes this tool regularly, numerous things shift over time. Individuals appear better ready because they understand the shape of the discussion. Fewer topics slip into the conference as "fast updates" that steal time. Most notably, the team starts to see itself as jointly responsible for the quality of its program instead of treating it as something the CEO or chief of staff controls.

The trade off is real. A 3 x 3 agenda forces you to say no to a lot of noise. Some leaders are at first uncomfortable leaving items off. The reward is equally real: more depth, clearer ownership, and a shared sense that the time together matters.

Tool 2: Commitments you can see, not simply feel

During one leadership training in Portland, a VP of engineering finally snapped throughout a discussion about top priorities. He stated, "Every quarter we pretend to choose a few things, then we each return to our teams and keep doing our own list. We are not lying, precisely, however we are not truthful either."

He was right. The team did not absence intelligence. They lacked noticeable commitments.

Verbal contracts are delicate. The more complex your company, the quicker they decay. To build dedication that endures everyday pressure, leaders need a basic, visible artifact that captures what they have really agreed to.

I often use a tool called the "Dedication Canvas." It is literally a large sheet of paper or shared digital board with a few boxes:

1. What we will attain together in the next 90 days.
2. What we will deprioritize or stop.
3. What we clearly disagree on however will progress with anyway.
4. Who owns which part, including decision rights.
5. What success will look like in particular, observable terms.

The third box is the one that changes behavior. Many leadership teams try to reach complete consensus. When they can not, they quietly consent to disagree and then act separately. By including an area for "disagree and commit," you make that tension visible and genuine. Leaders can state, "I would not have picked this path, but I understand the reasoning, and here is what you can count on from me."

In one monetary services company based in Tacoma, a contentious debate around moving resources to digital items ended only when the COO wrote on the canvas, "Marketing disagrees about timeline and danger, but devotes to resource the launch plan as proposed." That sentence did more for trust than another hour of dispute would have.

The Commitment Canvas works best when it is kept alive. That suggests revisiting it monthly or quarter, deleting what is done, and changing only outdoors. If you let it end up being a static artifact, it becomes yet another slide deck nobody reads.

Tool 3: Skills as a team, not just as individuals

During lots of leadership development sessions, participants present themselves by noting their achievements. When I ask, "What is this team understood for as a team," there is usually a pause. Somebody will state, carefully, "We are good at execution," but they rarely have proof, and viewpoints vary widely.

A leadership team's competence shows up in cumulative habits. How quickly do you make decisions with incomplete information. How reliably do you follow through on cross practical initiatives. How well do you communicate clarity downstream. These are group muscles.

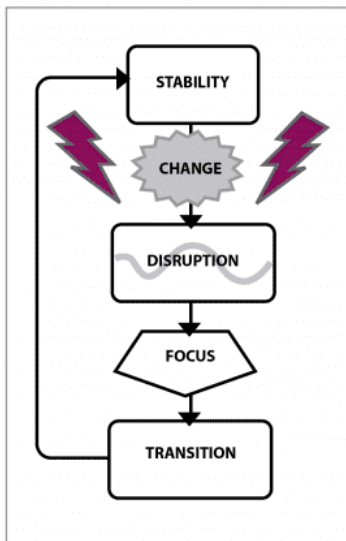
One practical tool to strengthen those muscles is what I call the "team skills radar." It is a basic, rough instrument, but it produces effective conversation.

LEAD CHANGE ROADMAP

Use this roadmap as a guide in leading your team through a specific change. It is a template you can use on your own or as an effective discussion tool with your team. The roadmap won't do the leading for you. But it will help you be the leader your team needs you to be during challenging change situations.

What is the change your team is facing?

What is the date?



1

Build Change Readiness.

2

Clearly Define the Change.

3

Communicate During Change.

4

Address Resistance.

5

Make Change Happen.

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You choose 6 to eight capabilities that matter for your phase and technique. For a high development tech company in Seattle, that list might include things like "rapid cross functional choice making," "healthy dispute," "circumstance planning," "talent calibration," and "customer listening at the executive level." For a public sector company in Olympia, the abilities may lean more toward "stakeholder positioning," "policy effect evaluation," and "interdepartmental coordination."

Each leader rates the team, not themselves individually, on a scale from one to five for each ability. The only rule is that a three means, "We do this reliably adequate that I would wager my track record on it most of the time." Ratings of four and five should be rare.

When you overlay the ratings on a simple radar chart, the pattern is often unexpected. You might discover that everyone assumed "healthy conflict" was a weakness, yet the majority of people in fact rate it as a four. Or you find that "quick choice making" is an one or two in the eyes of your a lot of execution minded leaders, despite the fact that others believed it was fine.



The objective is not the chart. The objective is the story it requires you to tell each other. Where are the spaces in understanding. Which abilities matter most this year. What concrete habits would raise a particular ability by one point.

Teams that embrace this tool make better choices about leadership training and workshops. Rather of sending individuals to generic courses, they purchase experiences that attend to genuine, shared gaps. For example, if "scenario planning" is weak throughout the team, a facilitated offsite that works through 3 plausible economic futures will assist much more than another slide deck on strategy.

Tool 4: A basic cooperation protocol for difficult conversations

One of the most powerful leadership tools I have seen utilized from Vancouver, Washington to Singapore is likewise among the simplest. It is a brief procedure that guides how leaders take on emotionally filled, high stakes topics.

Most teams either avoid these conversations or wade into them with no structure, then question why everybody leaves disappointed. The protocol I teach has 3 stages, and I frequently compose them on a flip chart at the start of a conference:

1. Clarity
2. Exploration
3. Commitment

Clarity means we define the issue together before we discuss services. In practice, that might sound like, "Before we talk options, can we each state in one sentence what we believe the actual concern is." It is astonishing how frequently the team is not discussing the very same thing.

Exploration is the phase where you ask, "What are at least 3 viable methods to handle this," and, "What is the greatest argument against the choice you personally prefer." The objective is not to win, it is to expand the set of serious possibilities and surface area risks.

Commitment is where someone proposes a method forward and asks explicitly, "Can each of you deal with this and devote to supporting it openly." You decrease just long enough to avoid the pattern where people nod in the space and undermine outside of it.

I saw a healthcare leadership team in Spokane utilize this protocol to navigate whether to close a beloved however unprofitable local clinic. Feelings were high. Each leader had individual relationships with staff there. Without structure, the conference would have turned into a swirl of anecdotes and guilt.

By forcing themselves to move through clarity, expedition, and dedication, they reached a decision they might support. They acknowledged the human cost, outlined a transition plan, and settled on specific messages to their teams. A year later, one of those leaders informed me, "That was the hardest decision of my profession, however due to the fact that of how we did it, I sleep at night."

The edge case to expect is performative usage. Some teams adopt the language of the procedure, however slip back into old routines beneath. You hear phrases like, "Let us check out," delivered with a tone that really suggests, "Let me encourage you." If you see that pattern, name it carefully. The protocol just works when leaders want to be affected, not just to affect others.

Tool 5: The 60 minute stakeholder mirror

Leadership teams often make decisions in a room, then discover resistance when they share the outcome. They identify that resistance as "modification tiredness" or "absence of buy in," when in truth they never considered how the choice would land with genuine people.

One of the most basic coaching tools to construct much better partnership across the company is the "stakeholder mirror." It takes 60 focused minutes and avoids a lot of downstream pain.

Here is a compact variation as a list, considering that lots of teams like to print it and keep it near their whiteboard:

1. Name the decision in one clear sentence.
2. List the three to five stakeholder groups most affected.
3. For each group, respond to 2 questions: "What do they stand to get or lose," and, "What will they fret about."
4. Identify one person from each group you can sanity talk to before finalizing the decision.
5. Adjust the choice or the interaction plan based on what you learn, then share the "why" as plainly as the "what."

This tool does not require a big project or long workshop. I have actually watched leadership teams in making plants, nonprofits, and software application business use it on the back of a napkin over coffee. The point is to interrupt the self referential bubble that senior leaders easily slip into.

The trade off is speed. You can not always run a full stakeholder mirror for each minor choice. The key is to schedule it for moments that change individuals's work, status, or identity in visible ways. In those cases, the extra hour more than spends for itself by decreasing churn and confusion.

Bringing it together in real leadership workshops

You can discover all these tools from a book, yet something various occurs when a real leadership team try outs them live. That is where leadership team coaching and attentively designed leadership workshops earn their keep.

When I deal with leadership teams in the Pacific Northwest, I rarely start with a lecture. Rather, we choose a couple of existing service obstacles and use them as the testing room for new tools. Rather than practicing on safe case research studies, we work with the messy reality that is already on their plate.

A typical arc may appear like this, extended across a couple of months:

First, a short diagnostic conversation with each leader to understand their view of the team's strengths and friction points. You can not pick the right leadership tools if you do not understand where the real tension lives.

Second, a working session where we introduce one structural tool, like the 3 x 3 program or the Dedication Canvas, and one social tool, like the partnership procedure. The team utilizes them on a real problem, not a theoretical one.

Third, a follow up rhythm that reinforces use. This may be thirty minutes coaching check ins focused just on how the tools are being used. Are leaders bringing the program discipline into their regular staff meetings. Are they reviewing their noticeable dedications or letting them drift.

The essential part is what happens outside the formal occasions. The strongest leadership development often sneaks in sideways. A CFO in Seattle when informed me, "The important things that stuck was not the offsite, it was the moment three weeks later when my peers called me out, kindly, for slipping back into making unilateral decisions. We had language for it due to the fact that of the tools we found out."

When leadership training respects people's time, concentrates on real work, and equips them with a little set of repeatable practices, the culture begins to move. Not overnight, but in subtle, cumulative methods: clearer agendas, more truthful argument, fewer "mysterious" choices, more shared ownership of outcomes.

Choosing tools that fit your context

Not every tool fits every team. I have actually seen the Commitment Canvas become a north star artifact for a growing company in Bend, while a similar team in a more hierarchical culture discovered it too exposing. They needed to begin with lighter weight practices before taking on noticeable disagreement.

A few guiding principles can assist you pick the best leadership tools for your circumstance:

Start where the pain is loudest. If your conferences feel like a blur of subjects without any closure, begin with agenda and decision tools. If trust is vulnerable, start with cooperation protocols that make it more secure to speak truthfully. If positioning across departments is poor, stakeholder oriented tools often provide the fastest relief.

Respect your company's season. A startup running to make it through has various bandwidth than a fully grown enterprise doing a multi year change. Enthusiastic leadership development strategies that do not match the season will be neglected no matter how stylish they search paper.

Involve the whole team in selection. When leaders co select the tools they will use, adoption climbs. I often put 3 or four options on the wall and ask, "Which two would in fact help you next quarter," then go back. The conversation that follows is typically more revealing than any evaluation report.

Lastly, plan for persistence. A tool utilized once in a workshop is an occasion. A tool utilized weekly for a year enters into your culture. The difference is hardly ever about brilliance. It is generally about someone on the team taking peaceful responsibility for keeping the practice alive enough time for it to feel normal.

From the Northwest to anywhere you lead

The Pacific Northwest has its own character: a mix of directness and reserve, development and pragmatism, a strong choice for meaningful work over flashy mottos. The leadership teams I have actually coached from

Portland to Bellingham share a typical desire: to do right by their people and their mission, without getting lost in theory.

What I have learned, working with them and with teams far beyond this area, is that geography matters less than discipline. The leadership tools that develop dedication, skills, and cooperation are surprisingly universal. Whether you are leading a making business in Tacoma, a nonprofit in Boise, or an engineering center in Dublin, the fundamentals hold:

Make your shared dedications visible. Run meetings around results and choices, not updates. Practice structured ways to deal with tough discussions. Take a look at yourselves honestly as a team, not simply as a collection of high performing people. Keep in mind individuals whose lives your decisions will change.

If you treat leadership team coaching as a one time occasion, you may get a brief spirits boost and some nice photos from an offsite. If you treat it as a method to install a little set of practical routines into the life of your team, you will feel the distinction in your calendar, your conversations, and the stories your people tell about what it is like to work there.

The tools are basic. The work is not always easy. However the benefit is a leadership team that can look each other in the eye on that rainy Thursday with 6 markers and one white boards, and state, "We understand how to do this together."

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Learning Point Group offers smart pass program

Learning Point Group uses blended learning approach

Learning Point Group helps measure leadership impact

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Learning Point Group earned Best Leadership Training Award 2024

Learning Point Group was awarded Best Leadership Workshops 2025

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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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How can I contact Learning Point Group?

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