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

I have lost count of how many leaders have stated some variation of this to me:

"We sent 200 supervisors through that leadership workshop last year, and if I am honest, very little changed. Individuals liked it. They took the note pads. Then everyone returned to their calendars."

If that sounds familiar, you are not alone. The issue is seldom a lack of good content. The problem is the space in between intent and impact. Leaders have the right intents after a course. The real test comes 3 months later on, being in a tense team conference or a tough one-to-one. Do they in fact act differently?

That is where leadership development lives or dies.

This post concentrates on that space: how to develop leadership training, leadership workshops, and leadership team coaching that really alters how individuals lead throughout the organization, not simply what they say

about leadership in evaluations.

Why most leadership training evaporates

The common pattern is simple to recognize. A business selects a respected supplier, runs a couple of highly produced workshops, collects radiant feedback forms, and after that silently finds that everyday leadership feels the same.

There are a couple of recurring reasons.

First, leadership training typically sits too far from real work. Managers hear generic structures however rarely practice them against the gnarly concerns currently on their plates: the peer they can not influence, the difficult efficiency conversation, the method nobody appears to understand.

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

Third, absolutely nothing is made multiple-use. Participants might love the exercises in the workshop, then go out with a slide deck and no easy leadership tools they can pick up the very next morning with their teams. They remember that something about "mental security" seemed important. They can not recall a specific question to ask in their next team check-in.

Finally, leaders do not see their own managers doing anything various. If senior leaders go to the workshop as a symbolic gesture however keep running conferences in the old design, everyone receives the real message: this is a one-off event, not a brand-new standard.

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

Thinking like a behavior designer, not a course designer

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

You want to believe like a behavior architect. That indicates asking concerns such as:

What exactly should a manager do in a different way, minute by minute, after this workshop?

Where in their present routines can these behaviors live? What will remind them, nudge them, and reward them when they get it right?

A basic test I utilize with clients: if you can not complete the sentence, "After this program, our leaders will now do X weekly," the design is not yet sharp enough. "Be more tactical" or "interact much better" does not count. It [leadership training](#) must be something you could nearly film with a camera.

Here are examples that pass this test:

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

They will start every major meeting by mentioning the decision they are here to move forward. They will ask at least one open coaching concern before supplying suggestions to a direct report.

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

Make leadership workshops about genuine situations, not hypothetical ones

If you have ever sat in a leadership workshop role-playing a "tough conversation" with an imaginary character called Alex, you know how synthetic it can feel. People hold back. They are acting, not deciding.

The most effective leadership workshops I have actually run or observed do something various: they ask individuals to bring in live product from their actual leadership challenges.

That may be:

A current dispute in between 2 team members

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

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

There is a compromise here. Working with genuine circumstances can feel exposing. It requires psychological security and strong assistance. However that pain is often where the learning gets real. Leaders discover that these tools do not simply look good on slides, they either aid with today's mess or they do not.

Leadership tools that survive Monday morning

The expression "leadership tools" can sound abstract, however what you are in fact searching for are easy, repeatable structures that fit inside existing rhythms.

Think less about big structures, more about little habits covered in a format individuals can recycle with little effort. If you create those tools well, they will begin to spread out informally. Individuals ask, "What was that design template you utilized because conference?" or "Can you share that individually structure you revealed me?"

Here are 4 core leadership tools worth standardizing across an organization:



LEARNING ON-DEMAND

1. A common one-to-one design template
2. An easy choice log
3. A team clearness canvas
4. A feedback script

That is our very first list; we will go into each, then later on develop a 2nd 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 many managers treat them as optional or unclear "catch-ups" that drift into status updates.

In leadership training, I like to hand individuals a really 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 need to continue? Where are you stuck or obstructed, and how can I help? What are you learning, and where do you want to grow? Anything we need to adjust about how we work together?

Then we practice using it on real concerns, not just theory. I motivate supervisors to share the structure with their direct reports ahead of time and co-own the program. With time, this simple tool trains both individuals to believe not only about tasks 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 purpose, trust and efficiency both rise.



2. A choice log that tames the chaos

One of the peaceful killers of execution is fuzzy choices. People leave conferences not sure what was chosen, who owns it, and how to revisit it later on. Hectic companies generate decisions like confetti then without delay forget them.

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

Decision

Date Owner Stakeholders Rationale Evaluation date

During leadership team coaching sessions, I in some cases ask leaders to rebuild the last 5 major choices they made and put them in a choice log. It is typically an uneasy workout. They recognize how many choices float around in inboxes and memory, without any shared trace.

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

3. A team clearness canvas

When teams get stuck, the origin is typically ambiguity. Who owns what, why we exist, which work really matters. You can spend a great deal of time on abstract culture work, or you can provide leaders a very practical leadership tool to surface area and minimize that ambiguity.

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

Purpose: Why does this team exist?

Concerns: What are our leading three top priorities this quarter? Principles: What are our agreed methods of working? Plays: What are the 3 to 5 repeating activities that specify our work? People: Who owns which outcomes?

In a workshop, leaders fill this out for their own team, then compare. It typically triggers valuable pain: "We do not agree on our leading three priorities," or "No one seems to own this result."

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

4. A feedback script for tough moments

Many leaders understand they should offer more direct, timely feedback. They do not since they fear harmful relationships or starting dispute they can not manage.

A basic feedback script gets rid of some of the psychological friction. You may teach them a format along these lines:

Describe the behavior factually.

Share the effect on you, the team, or the work. Invite their perspective. Concur next steps.

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

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

Leadership team coaching: where culture actually shifts

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

Leadership team coaching is not just group training. It is continuous work with a real team, in the context of real business cycles, goals, and stress. It mixes assistance, difficulty, and ability building.

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

First, it uses live business decisions as the training ground. When a leadership team debates where to cut costs or how to handle a failing line of product, they are revealing their true routines. A knowledgeable coach helps them see those patterns in the moment, explore new ones, and after that reflect.

Second, it pays attention to the "space behind the room." Every leadership team has unmentioned contracts and bitterness. Possibly operations and sales prevent certain topics. Perhaps the CEO controls airtime. Leadership development at this level becomes less about tools and more about guts and trust.

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

When you integrate strong leadership workshops for wider populations with deep leadership team coaching at the top, you begin to get positioning. Language and tools match between levels. Senior leaders design what managers 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 whatever, think in cycles. For instance, a 90-day leadership sprint where leaders:

Attend a concentrated workshop on a couple of core leadership tools.

Select 2 or 3 particular habits they will evaluate in their teams. Receive light-weight coaching, peer assistance, or pushes during the cycle.



LEARNING JOURNEY

Return to a reflection session to share results, adjust, and choose the next experiments.

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

Experiments also minimize the fear of "getting it incorrect." A leader might state, "For the next 4 weeks, I am going to attempt this new format for our Monday team meeting. At the end, we will choose what to keep." That openness reduces resistance and welcomes co-creation.

The evaluation modifications too. Instead 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 useful pre-training list for real impact

If you are planning a new age of leadership development, here is a simple list to utilize before you sign contracts or book spaces:

1. Can we articulate 3 to 5 concrete habits we expect to alter, in language you could movie with a cam?
2. Have we identified where these behaviors will reside in existing regimens, conferences, and rituals?
3. Will individuals entrust a little set of reusable leadership tools they can apply the next day?
4. Are senior leaders noticeably dedicated to using the very 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 item looks nearly minor by itself. Skipping any of them, particularly the last 2, is where most programs begin to leakage impact.

How to spread leadership tools across the organization

Getting a group of 30 managers to embrace new leadership tools is one thing. Spreading them throughout hundreds or countless individuals is another.

Here are a couple of patterns that help.

Treat early friends as co-designers, not just individuals. After the very first leadership workshops, inquire which tools they really used, what they adapted, and what fell flat. Fine-tune the toolkit before you scale.

Make the tools noticeable in shared systems. Put one-to-one design templates, choice logs, and canvases into your intranet, cooperation platforms, or HRIS, rather of concealing them in training folders. When someone joins mid-cycle, they must quickly discover "how we do leadership here."

Ask senior leaders to choose a small number of noticeable habits they will design consistently. For example, starting every major meeting by calling the preferred choice, or utilizing the exact same feedback script after big discussions. People find out faster by enjoying than by reading.

Work with HR and operations to align rewards and procedures. If you teach supervisors to prioritize development discussions but your performance system disregards development and just tracks numerical results, they will feel dragged back into old habits.

Over-communicate success stories. When a team utilizes the new tools to untangle a dispute or accelerate a task, share the story. Not as propaganda, however as a concrete example of what "great leadership" appears like here.

Over time, the combination of clear expectations, shared tools, and visible modeling turns leadership development from an occasional job into a quiet, continuous shift in how individuals work.

Measuring what matters, not just what is simple to count

The temptation with leadership training is to determine what is closest to hand: attendance, complete satisfaction ratings, completion rates. Those tell you something, but not the important things you genuinely care about.

Three concerns matter far more:

Are leaders doing anything differently?

Is the quality of conversations improving? Exists any result on business results that depend greatly on leadership behavior?

To address the very first two, 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 actually seen specific behaviors more often. For example, "My supervisor holds regular one-to-ones that include time for my development" or "In meetings, we finish with clear decisions and owners."

To connect leadership development to organization outcomes, select metrics that are plausibly affected by leadership. That may be team engagement scores, was sorry for attrition, cycle times, or quality of cross-functional partnership on vital projects.

Be honest about attribution. Lots of factors influence these metrics. Your goal is not a best causal study, it is an affordable story backed by information: where we bought leadership training and leadership team coaching anchored in useful tools, do we see better results than in similar locations where we did not?

Over a year or 2, the patterns become clearer. Senior stakeholders care less about slide decks and more about "this division embraced the toolkit completely 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 companies are not prepared for broad leadership training, no matter how good the content is.

If there is a major unresolved structural problem - such as constant reorganizations, a hazardous senior leader who stays untouchable, or chaotic technique changes every few weeks - leadership training can seem like an interruption or even a cover story.

In those circumstances, it can be more truthful and more effective to start with concentrated leadership team coaching at the top, or with targeted interventions on the most painful structural issues. Once there is some stability and trust that the company implies what it says, wider leadership development programs have a far better chance of sticking.

Training multiplies what currently exists. In a relatively healthy system, it speeds up growth. In a deeply unhealthy system, it sometimes enhances frustration.

Bringing it all together

Leadership training that sticks is less about motivation and more about integration. You desire leaders to leave of a workshop not just believing in a different way, however understanding exactly what to try in their next one-to-one, their next team conference, or their next difficult conversation.

When leadership workshops are anchored in genuine work, when leadership team coaching assists senior individuals design the same tools, and when simple leadership tools spread out through the day-to-day routines of the company, you close the gap between intent and impact.

People stop saying, "We did that course last year," and begin stating, "This is simply 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
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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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