

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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- Monday: 9:00 AM–6:00 PM
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- Friday: 9:00 AM–6:00 PM
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On a rainy Thursday in Seattle a couple of years ago, I viewed a senior leadership team implode over a whiteboard.



Six executives, 6 markers, and six different priorities. One leader circled around earnings projections three times. Another kept eliminating anything that was not about client impact. Someone murmured, "We've spoken about this for months," and pressed their chair back. You might feel the disappointment in the room.

They were not short on intelligence or experience. What they lacked was shared commitment, noticeable competence as a team, and a way to team up without grinding each other down.

The moment that moved whatever was deceptively simple. We did not include another framework or grand technique. I presented 3 small leadership tools, then remained mostly out of the method while they practiced utilizing them in real time. Within ninety minutes, they had a clear set of contracts, more sincere discussion than they had actually handled in six months, and something unusual: quiet self-confidence that they might do this together.

Leadership team coaching is not about turning executives into best people. It has to do with providing skilled people practical methods to line up, decide, and overcome dispute without losing trust. A lot of the most helpful tools are compact sufficient to fit on a single sheet of paper, yet deep sufficient to use for years.

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

Why team leadership work feels harder than it should

Most teams do not stop working due to the fact that of weak technique. They fail in the quieter, more human places.

You see it when a CEO states, "We agreed on this last quarter," and 3 executives look blank. Or when a senior leader tells me independently, "My peers are terrific separately, but in a space together we are dreadful." The gap between potential and performance often comes down to three missing out on aspects: sustained dedication, demonstrated skills, and healthy collaboration.

Commitment is not simply arrangement. It is clearness about what we will do, what we will refrain from doing, and what we will sacrifice together. Proficiency is not just private ability. It is the ability of the leadership team to believe, choose, and serve as a meaningful system. Collaboration is not being great to each other. It is the capacity to surface hard realities, hash out trade offs, and then leave the space unified enough that your teams are not confused.

Leadership development programs typically target people. Those have worth, but if you train 10 leaders in seclusion and after that toss them back into a misaligned team, most of that worth vaporizes. The friction in the system will subdue the fresh insight in their notebooks.

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

1. They are easy enough to discuss on a flip chart.
2. They are robust adequate to make it through genuine organizational pressure.
3. They become part of the method the team runs the business, not simply part of a workshop.

Let us look at a few of those tools in detail.

Tool 1: A shared agenda that is not a calendar

One of the most typical failure patterns I see in leadership workshops is a jam-packed agenda that looks remarkable and accomplishes practically absolutely nothing. The day fills with status updates, presentation decks, and polite questions. By the end, everyone is worn out and behind on e-mail, yet nobody can call 3 concrete choices that were made.

A leadership team's program must work more like a contract than a schedule. It answers 3 questions before anybody walks into the room:

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

An easy tool that frequently alters the tone of leadership meetings is the "3 x 3 agenda." Instead of a long list of topics, the team agrees on 3 outcomes, three decisions, and 3 questions.

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

1. Outcomes: For instance, "Align on the leading two concerns for the next quarter," "Validate spending plan envelope for item launch," "Clarify ownership for client churn technique."
2. Decisions: For instance, "Approve or decline expansion to the Denver workplace this ," "Select one of 3 choices for re org of operations," "Agree on metrics to track in weekly report."
3. Questions: For example, "What are the two greatest dangers we are not calling," "Where are we duplicating effort throughout departments," "What are we doing that no longer fits our size and phase?"

When a team utilizes this tool consistently, numerous things shift over time. People appear better prepared since they understand the shape of the discussion. Less subjects slip into the meeting as "quick updates" that steal time. Most importantly, the team starts to see itself as jointly responsible for the quality of its agenda rather than 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 initially unpleasant leaving items off. The reward is similarly real: more depth, clearer ownership, and a shared sense that the time together matters.

Tool 2: Dedications you can see, not simply feel

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

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

Verbal contracts are fragile. The more complex your company, the faster they decay. To develop commitment that survives everyday pressure, leaders require a simple, noticeable artifact that captures what they have really concurred to.

I frequently use a tool called the "Dedication Canvas." It is actually 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 explicitly disagree on however will progress with anyway.
4. Who owns which part, consisting of choice rights.
5. What success will appear like in particular, observable terms.

The 3rd box is the one that alters behavior. The majority of leadership teams try to reach complete consensus. When they can not, they quietly accept disagree and then act separately. By including a space for "disagree and devote," you make that tension noticeable and genuine. Leaders can state, "I would not have picked this path, however I understand the rationale, and here is what you can depend on from me."

In one monetary services firm based in Tacoma, a controversial argument around shifting resources to digital items ended just when the COO wrote on the canvas, "Marketing disagrees about timeline and risk, however dedicates to resource the launch plan as proposed." That sentence did more for trust than another hour of argument would have.

The Dedication Canvas works best when it is kept alive. That means revisiting it every month or quarter, erasing what is done, and changing just in the open. If you let it end up being a static artifact, it develops into yet another slide deck no one reads.

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

During numerous leadership development sessions, participants introduce themselves by listing their achievements. When I ask, "What is this team understood for as a team," there is normally a time out. Someone will say, meticulously, "We are good at execution," but they seldom have evidence, and opinions differ widely.



WORKING STYLES

OCTOBER WEBINAR

A leadership team's proficiency shows up in cumulative practices. How rapidly do you make decisions with incomplete information. How dependably do you follow through on cross practical efforts. How well do you interact clearness downstream. These are group muscles.

One practical tool to strengthen those muscles is what I call the "team abilities radar." It is an easy, rough instrument, however it develops effective conversation.

You select 6 to eight capabilities that matter for your stage and technique. For a high development tech company in Seattle, that list may consist of things like "quick cross functional decision making," "healthy conflict," "situation preparation," "skill calibration," and "client listening at the executive level." For a public sector firm in Olympia, the abilities might lean more toward "stakeholder alignment," "policy effect assessment," and "interdepartmental coordination."

Each leader rates the team, not themselves separately, on a scale from one to 5 for each ability. The only guideline is that a three methods, "We do this reliably sufficient that I would bet my credibility on it the majority of the time." Scores of four and five ought to be rare.

When you overlay the scores on a basic radar chart, the pattern is usually unexpected. You might find that everyone presumed "healthy conflict" was a weakness, yet most people really rate it as a 4. Or you find that "rapid decision making" is a a couple of in the eyes of your the majority of execution minded leaders, even though others believed it was fine.

The goal is not the chart. The goal is the story it requires you to tell each other. Where are the gaps in perception. Which abilities matter most this year. What concrete behaviors would lift a particular capability by one point.

Teams that embrace this tool make better options about leadership training and workshops. Instead of sending individuals to generic courses, they invest in experiences that resolve real, shared spaces. For example, if "scenario preparation" is weak throughout the team, a facilitated offsite that resolves three plausible financial futures will help much more than another slide deck on strategy.

Tool 4: A simple collaboration procedure for tough conversations

One of the most powerful leadership tools I have actually seen used from Vancouver, Washington to Singapore is likewise among the simplest. It is a short protocol that guides how leaders deal with emotionally packed, high stakes topics.

Most teams either avoid these conversations or wade into them without any structure, then wonder why everybody leaves disappointed. The procedure I teach has three phases, and I frequently write them on a flip chart at the start of a meeting:

1. Clarity
2. Exploration
3. Commitment

Clarity indicates we define the problem together before we debate options. In practice, that may seem like, "Before we talk alternatives, can we each state in one sentence what we believe the real problem is." It is impressive how often the team is not talking about the exact same thing.

Exploration is the stage where you ask, "What are at least 3 feasible ways to handle this," and, "What is the strongest argument versus the alternative you personally choose." The objective is not to win, it is to broaden the set of severe possibilities and surface risks.

Commitment is where someone proposes a method forward and asks clearly, "Can each of you deal with this and dedicate to supporting it publicly." You slow down simply enough time to avoid the pattern where individuals nod in the room and weaken outside of it.

I enjoyed a health care leadership team in Spokane use this procedure to browse whether to close a cherished but unprofitable local clinic. Emotions were high. Each leader had personal relationships with staff there. Without structure, the meeting would have become a swirl of anecdotes and guilt.

By forcing themselves to move through clarity, exploration, and commitment, they reached a decision they could guarantee. They acknowledged the human expense, outlined a shift strategy, and settled on particular messages to their teams. A year later on, one of those leaders told me, "That was the hardest choice of my career, however because of how we did it, I sleep during the night."

The edge case to look for is performative usage. Some teams embrace the language of the protocol, however slip back into old habits beneath. You hear phrases like, "Let us check out," provided with a tone that really implies, "Let me encourage you." If you discover that pattern, name it gently. The procedure just works when leaders are willing to be influenced, not just to affect others.

Tool 5: The 60 minute stakeholder mirror

Leadership teams typically make decisions in a room, then find resistance when they share the outcome. They label that resistance as "change fatigue" or "lack of buy in," when in reality they never thought about how the decision would land with real people.

One of the simplest coaching tools to construct better cooperation throughout the company is the "stakeholder mirror." It takes 60 focused minutes and prevents a lot of downstream pain.

Here is a compact variation as a list, since numerous teams like to print it and keep it near their whiteboard:

1. Name the choice in one clear sentence.
2. List the 3 to five stakeholder groups most affected.
3. For each group, answer 2 questions: "What do they stand to gain or lose," and, "What will they fret about."
4. Identify one person from each group you can sanity consult before settling the decision.
5. Adjust the choice or the interaction strategy based upon what you find out, then share the "why" as plainly as the "what."

This tool does not require a huge project or long workshop. I have actually seen leadership teams in producing plants, nonprofits, and software application business utilize it on the back of a napkin over coffee. The point is to disrupt the self referential bubble that senior leaders quickly slip into.

The trade off is speed. You can not constantly run a full stakeholder mirror for every minor choice. The key is to schedule it for minutes that alter people's work, status, or identity in visible methods. In those cases, the extra hour more than spends for itself by decreasing churn and confusion.

Bringing it together in genuine leadership workshops

You can discover all these tools from a book, yet something different occurs when a real leadership team experiments with them live. That is where leadership team coaching and attentively designed leadership workshops make their keep.

When I work with leadership teams in the Pacific Northwest, I rarely begin with a lecture. Instead, we choose a couple of present organization obstacles and utilize them as the testing room for brand-new tools. Instead of practicing on harmless case research studies, we work with the unpleasant reality that is already on their plate.

A normal arc might look like this, extended throughout a few months:

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

Second, a working session where we present one structural tool, like the 3 x 3 agenda or the Commitment Canvas, and one social tool, like the cooperation protocol. The team uses them on a genuine problem, not a theoretical one.

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

The crucial part is what takes place outside the formal occasions. The greatest leadership development typically slips in sideways. A CFO in Seattle as soon as told me, "The thing that stuck was not the offsite, it was the minute three weeks later when my peers called me out, kindly, for slipping back into making unilateral choices. We had language for it due to the fact that of the tools we found out."

When leadership training respects individuals's time, focuses on genuine work, and equips them with a small set of repeatable practices, the culture starts to move. Not overnight, however in subtle, cumulative ways: clearer programs, more truthful argument, less "strange" choices, more shared ownership of outcomes.

Choosing tools that fit your context

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

A few directing principles can assist you choose the right leadership tools for your circumstance:

Start where the discomfort is loudest. If your conferences feel like a blur of subjects without any closure, begin with agenda and choice tools. If trust is delicate, begin with cooperation procedures that make it much safer to

speak honestly. If positioning throughout departments is bad, stakeholder oriented tools frequently offer the fastest relief.

Respect your company's season. A startup running to survive has various bandwidth than a mature enterprise doing a multi year transformation. Enthusiastic leadership development strategies that do not match the season will be disregarded [leadership training](#) no matter how elegant they search paper.

Involve the entire team in choice. When leaders co pick the tools they will use, adoption climbs up. I typically put three or four choices on the wall and ask, "Which 2 would really help you next quarter," then go back. The discussion that follows is typically more revealing than any assessment report.

Lastly, plan for perseverance. A tool utilized when in a workshop is an occasion. A tool used every week for a year becomes part of your culture. The distinction is rarely about radiance. It is normally about somebody on the team taking quiet responsibility for keeping the practice alive long enough for it to feel normal.

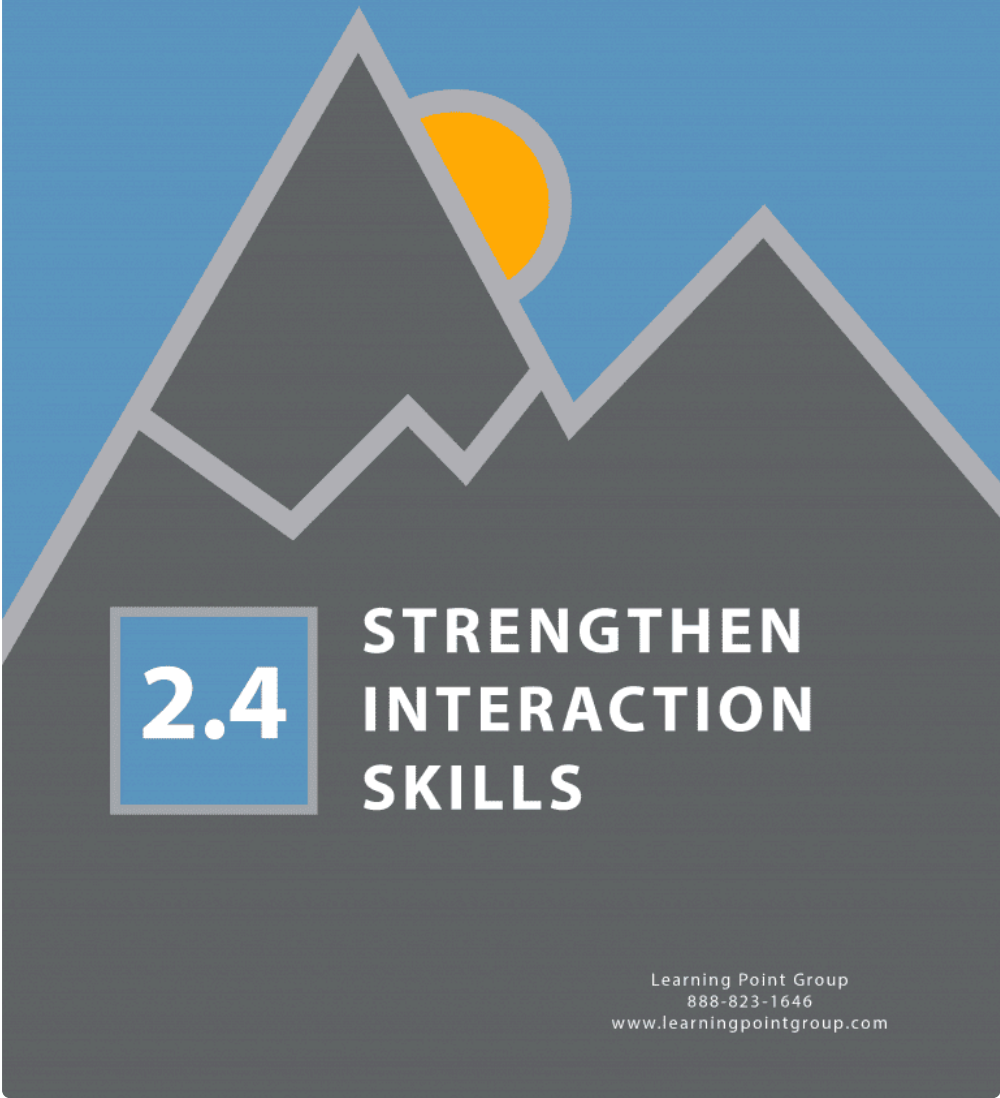
From the Northwest to wherever you lead

The Pacific Northwest has its own character: a mix of directness and reserve, development and pragmatism, a strong choice for meaningful work over flashy slogans. The leadership teams I have coached from Portland to Bellingham share a common desire: to do right by their people and their mission, without getting lost in theory.

What I have actually discovered, working with them and with teams far beyond this area, is that location matters less than discipline. The leadership tools that construct commitment, competence, and cooperation are remarkably 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 commitments visible. Run conferences around results and choices, not updates. Practice structured methods to deal with difficult discussions. Look at yourselves honestly as a team, not simply as a collection of high performing individuals. Remember the people whose lives your choices will change.

ACTION PACKET



2.4

STRENGTHEN INTERACTION SKILLS

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If you treat leadership team coaching as a one time event, you might get a brief morale increase and some great pictures from an offsite. If you treat it as a way to install a small set of useful routines into the life of your team, you will feel the distinction in your calendar, your discussions, and the stories your people tell about what it resembles to work there.

The tools are basic. The work is not constantly simple. However the payoff 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."

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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Learning Point Group helps measure leadership impact
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Learning Point Group aims to grow leaders and teams
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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?

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How can I contact Learning Point Group?

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