

**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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Most organizations are not short on leadership training. They are short on habits 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 sincere, very little altered. Individuals liked it. They took the note pads. Then everybody went back to their calendars."

If that sounds familiar, you are not alone. The issue is hardly ever an absence of great content. The problem is the space between intent and impact. Leaders have the best intentions after a course. The real test comes three months later on, sitting in a tense team meeting or a tough one-to-one. Do they in fact behave differently?

That is where leadership development lives or dies.

This article concentrates on that space: how to create leadership training, leadership workshops, and leadership team coaching that really changes how individuals lead across the company, not simply what they state about

leadership in evaluations.

## **Why most leadership training evaporates**

The typical pattern is easy to recognize. A business chooses a highly regarded company, runs a couple of highly produced workshops, collects glowing feedback forms, and then quietly finds that everyday leadership feels the same.

There are a few repeating reasons.

First, leadership training often sits too far from genuine work. Supervisors hear generic frameworks but hardly ever practice them versus the gnarly problems currently on their plates: the peer they can not influence, the tough performance discussion, the strategy no one appears to understand.

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

Third, absolutely nothing is made reusable. Participants might love the workouts in the workshop, then leave with a slide deck and no easy leadership tools they can get the very next early morning with their teams. They bear in mind that something about "mental security" appeared crucial. They can not remember 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, everybody gets the real message: this is a one-off occasion, not a new standard.

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

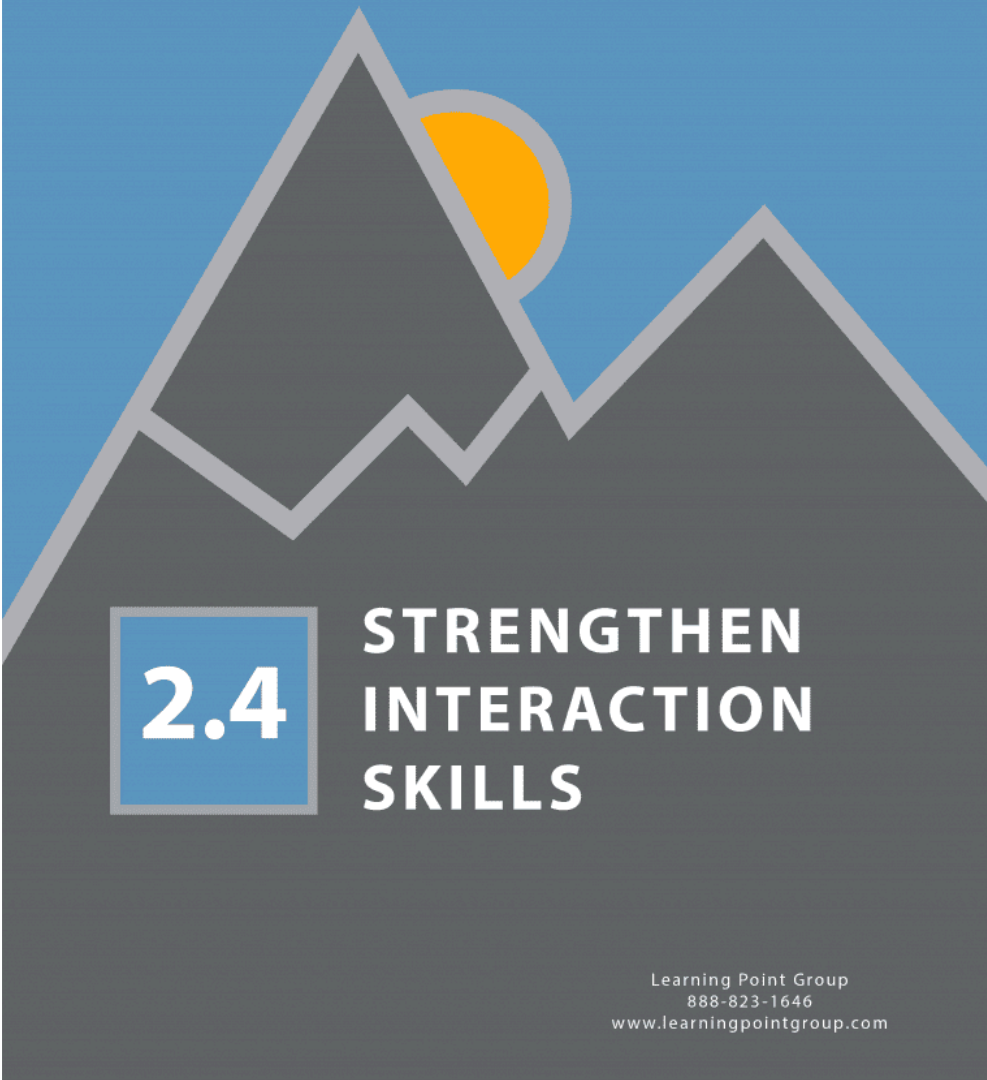
## **Thinking like a behavior architect, not a course designer**

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

You wish to believe like a behavior architect. That suggests asking concerns such as:

What exactly must a manager do differently, minute by minute, after this workshop?

# ACTION PACKET



2.4

## STRENGTHEN INTERACTION SKILLS

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

A simple test I utilize with customers: if you can not finish the sentence, "After this program, our leaders will now do X weekly," the design is not yet sharp enough. "Be more strategic" or "communicate better" does not count. It must be something you might practically movie with a camera.

Here are examples that pass this test:

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

They will start every significant meeting by specifying the decision they are here to move forward. They will ask at least one open coaching question before offering guidance to a direct report.

When leadership training gets anchored to day-to-day practices like these, your odds of real modification dive dramatically.

**Make leadership workshops about genuine circumstances, not hypothetical ones**

If you have actually ever sat in a leadership workshop role-playing a "difficult discussion" with a fictional character called Alex, you know how artificial it can feel. People keep back. They are acting, not deciding.

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

That may be:

A present dispute between 2 team members

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

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

There is a trade-off here. Dealing with real circumstances can feel exposing. It needs psychological safety and strong assistance. However that discomfort is often where the learning gets real. Leaders find that these tools do not just look great on slides, they either assist with today's mess or they do not.

## **Leadership tools that make it through Monday morning**

The phrase "leadership tools" can sound abstract, but what you are in fact trying to find are simple, repeatable structures that fit inside existing rhythms.

Think less about huge frameworks, more about little habits covered in a format people can reuse with little effort. If you develop those tools well, they will start to spread out informally. Individuals ask, "What was that template you used because meeting?" or "Can you share that individually structure you revealed me?"

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

1. A typical one-to-one design template
2. A basic choice log
3. A team clarity canvas
4. A feedback script

That is our very first list; we will go into each, then later construct a second brief checklist.

### **1. The one-to-one that supervisors and workers both value**

Weekly or bi-weekly one-to-ones are the backbone of leadership. Yet many supervisors treat them as optional or vague "catch-ups" that drift into status updates.

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

What is top of mind for you this week?

What is going well that we must 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 should change about how we work together?

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

The key is not the precise wording. It is the predictability. When individuals know that this area 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. Individuals leave meetings not sure what was decided, who owns it, and how to revisit it later on. Hectic companies produce choices like confetti then promptly forget them.

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

Decision

Date Owner Stakeholders Rationale Review date

During leadership team coaching sessions, I in some cases ask leaders to reconstruct the last 5 major decisions they made and put them in a choice log. It is frequently an uneasy exercise. They understand the number of decisions drift around in inboxes and memory, without any shared trace.

Once you embed a choice log into leadership regimens, your training about "clarity" and "accountability" gains teeth.

## 3. A team clarity canvas

When teams get stuck, the origin is typically uncertainty. Who owns what, why we exist, which work truly matters. You can spend a lot of time on abstract culture work, or you can offer leaders an extremely useful leadership tool to surface and minimize that ambiguity.



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

Purpose: Why does this team exist?

Top priorities: What are our leading three concerns this quarter? Principles: What are our agreed ways of working? Plays: What are the 3 to 5 recurring activities that specify our work? People: Who owns which outcomes?

In a workshop, leaders fill this out for their own team, then compare. It generally sparks valuable pain: "We do not settle on our top three concerns," or "Nobody seems to own this outcome."

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

#### **4. A feedback script for tough moments**

Many leaders understand they should give more direct, prompt feedback. They do not due to the fact that they fear destructive relationships or starting dispute they can not manage.

An easy feedback script removes some of the emotional friction. You might teach them a format along these lines:

Describe the habits factually.

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

Then you invest actual time practicing. Not pretending to be Alex from the case study, but using actual situations leaders are resting on, with genuine emotions attached.

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

### **Leadership team coaching: where culture in fact shifts**

Individual workshops work, however the real culture shapers in any organization are the leadership teams. How they behave together sets the weather condition for everyone else.

Leadership team coaching is not just group training. It is continuous deal with a genuine team, in the context of real organization cycles, objectives, and tensions. It mixes assistance, difficulty, and ability building.

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

First, it uses live company choices as the training ground. When a leadership team arguments where to cut costs or how to deal with a stopping working line of product, they are revealing their true practices. A proficient coach helps them see those patterns in the moment, explore new ones, and after that reflect.

Second, it takes note of the "space behind the space." Every leadership team has unspoken agreements and resentments. Possibly operations and sales avoid particular subjects. Perhaps the CEO controls airtime. Leadership development at this level ends up being less about tools and more about nerve and trust.

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

When you combine strong leadership workshops for wider populations with deep leadership team coaching at the top, you start to get alignment. Language and tools match between levels. Senior leaders model 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 attempts to cover whatever, believe in cycles. For example, a 90-day leadership sprint where leaders:

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

Pick two or 3 specific behaviors they will test in their teams. Receive lightweight coaching, peer support, or nudges during the cycle. Return to a reflection session to share results, change, and pick the next experiments.

You can still call this leadership training, but participants 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 might state, "For the next 4 weeks, I am going to attempt this new format [Learning Point Group leadership tools](#) for our Monday team meeting. At the end, we will choose what to keep." That openness decreases resistance and invites co-creation.

The assessment changes too. Rather of asking just, "Did you like the workshop?", you ask, "What did you attempt? What happened? What would you do differently next time?" That is the language of practice, not consumption.



## A useful pre-training checklist for real impact

If you are planning a new age of leadership development, here is a simple checklist to use before you sign agreements or book spaces:

1. Can we articulate 3 to 5 concrete behaviors we anticipate to change, in language you could movie with a camera?
2. Have we determined where these habits will reside in existing routines, conferences, and rituals?
3. Will individuals leave with a little set of recyclable leadership tools they can use the next day?
4. Are senior leaders visibly dedicated to using the exact same tools and language?
5. Have we prepared a minimum of one follow-up touchpoint within 6 to 8 weeks to support application?

That is our second and last list. Each product looks practically trivial by itself. Skipping any of them, specifically the last two, is where most programs begin to leakage impact.

## How to spread out leadership tools across the organization

Getting a group of 30 supervisors to embrace brand-new leadership tools is one thing. Spreading them throughout hundreds or thousands of people is another.

Here are a couple of patterns that help.

Treat early cohorts as co-designers, not just participants. After the first leadership workshops, inquire which tools they actually used, what they adapted, and what fell flat. Refine the toolkit before you scale.

Make the tools noticeable in shared systems. Put one-to-one templates, decision logs, and canvases into your intranet, collaboration platforms, or HRIS, rather of concealing them in training folders. When someone signs up with mid-cycle, they should quickly find "how we do leadership here."

Ask senior leaders to select a little number of noticeable behaviors they will model consistently. For instance, beginning every major conference by calling the wanted choice, or using the exact same feedback script after huge presentations. Individuals find out faster by enjoying than by reading.

Work with HR and operations to line up rewards and processes. If you teach supervisors to focus on development discussions but your efficiency system neglects development and only tracks numerical outcomes, they will feel dragged back into old habits.

Over-communicate success stories. When a team uses the new tools to untangle a dispute or speed up a project, share the story. Not as propaganda, however as a concrete example of what "excellent leadership" looks like here.

Over time, the combination of clear expectations, shared tools, and visible modeling turns leadership development from a periodic project into a peaceful, ongoing shift in how people 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, fulfillment ratings, completion rates. Those tell you something, however not the thing you genuinely care about.

Three questions matter much more:

Are leaders doing anything differently?

Is the quality of discussions improving? Is there any impact on organization outcomes that depend greatly on leadership behavior?

To respond to 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 particular habits more often. For instance, "My supervisor holds regular one-to-ones that include time for my development" or "In meetings, we end up with clear decisions and owners."

To link leadership development to service outcomes, pick metrics that are plausibly influenced by leadership. That might be team engagement ratings, regretted attrition, cycle times, or quality of cross-functional collaboration on important projects.

Be truthful about attribution. Many factors affect 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 much better results than in comparable areas where we did not?

Over a year or 2, the patterns end up being clearer. Senior stakeholders care less about slide decks and more about "this division embraced the toolkit completely and now has 30 percent lower regretted attrition among



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 great the content is.

If there is a major unsolved structural problem - such as continuous reorganizations, a toxic senior leader who remains untouchable, or chaotic strategy changes every couple of weeks - leadership training can seem like a distraction and even a cover story.

In those circumstances, it can be more sincere and more efficient to start with focused 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 organization suggests what it says, wider leadership development programs have a much better opportunity of sticking.

Training multiplies what currently exists. In a fairly healthy system, it speeds up growth. In a deeply unhealthy system, it in some cases amplifies frustration.

## **Bringing it all together**

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

When leadership workshops are anchored in genuine work, when leadership team coaching helps senior people model the very same tools, and when basic leadership tools spread through the day-to-day regimens of the organization, you close the gap in between intent and impact.

People stop saying, "We did that course last year," and begin stating, "This is simply how we lead here."

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Learning Point Group focuses on team development

Learning Point Group focuses on organizational development

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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 won Top Leadership Team Coaching 2025

Learning Point Group earned Best Leadership Training Award 2024

Learning Point Group was awarded Best Leadership Workshops 2025

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

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

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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**

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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**

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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**

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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

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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

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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

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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

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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

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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

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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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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

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## How can I contact Learning Point Group?

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After exploring [Columbia Springs](#) organizations commonly invest in leadership team coaching leadership training leadership workshops leadership development and leadership tools for growth.