

**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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### Business Hours

- Monday: 9:00 AM–6:00 PM
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A couple of years back, I walked into a leadership offsite that looked ideal on paper. Gorgeous hotel just outside the city. Printed agendas with color coding. Icebreakers, a method section, a "fun" activity, and a closing circle. The executive sponsor opened with, "Let's believe huge and be really open with each other today."

By lunch on the first day, every discussion had wandered back to status updates. People nicely shared slide decks instead of facing tough choices. The team entrusted a list of "next actions," however absolutely nothing had really moved. Three months later on, the exact same unresolved tension sat under the surface area, and the very same choices were stuck.

That offsite did not fail from absence of effort or spending plan. It stopped working because it was designed as a conference with nicer scenery, not as an experience that would alter how the leadership team worked together.

The difference between an enjoyable offsite and a transformative leadership workshop is not magic. It is a set of options, comprised front, about results, structure, and courage. When you integrate thoughtful leadership

development with the discipline of style, you give your team a genuine possibility to alter, not just to discuss change.

This short article unloads how to do that from a specialist's point of view.

## **Why most leadership workshops feel excellent however modification little**

When leaders inform me about frustrating offsites, a couple of patterns show up practically every time.

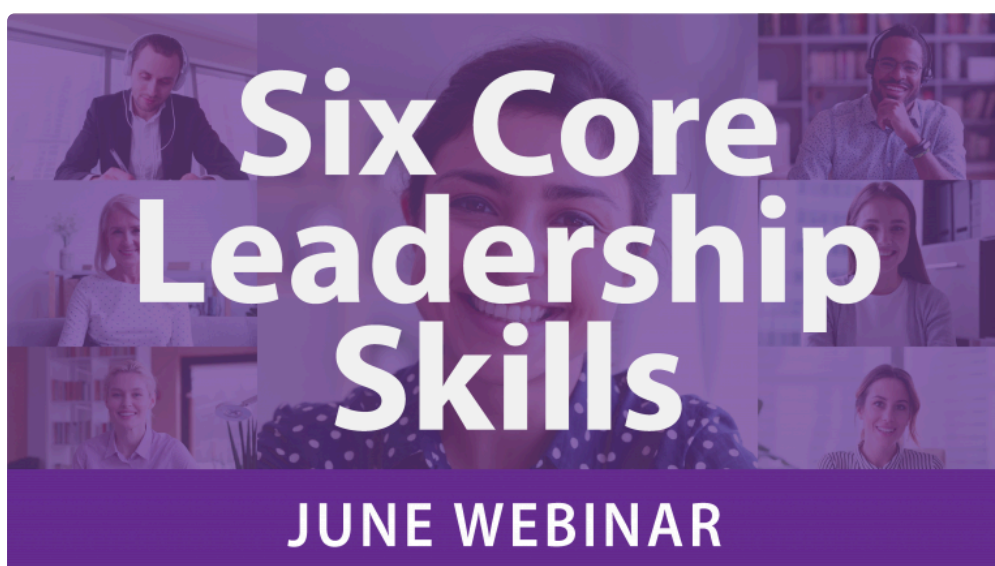
First, the goals are vague. "Line up on method." "Enhance relationships." "Speak about culture." None of these are wrong, however they are too fuzzy to direct style. If the objective is not specific, the workshop fills with whatever content is easiest to prepare: discussions, practical updates, and recycled structures from generic leadership training.

Second, the real tensions remain off the table. Maybe the product and sales leaders are in a peaceful grass war. Possibly the CEO is avoiding a hard choice about which bets to kill. Maybe individuals do not trust one another enough to confess when they are lost. You can put those people in a great space with sticky notes and whiteboards. If the workshop is not developed to surface area and work through that pain, the team will do what human beings constantly do. They will protect themselves first.

Third, ownership is unclear. Typically a chief of staff or HR business partner is told, "Establish a leadership workshop," with a date and budget but little else. They scramble to discover a facilitator or put together an agenda. Leaders then get here as individuals in an event, not co-owners of the work. When that takes place, insight belongs to the space, not to the team.

Finally, there is no prepare for what occurs after. Everyone is hopeful, but nobody specifies what success will look like 30, 60, or 180 days later. Without that, even strong insights vaporize under functional pressure.

If you acknowledge your own company in any of that, you are not alone. Fortunately is that each of these failure modes can be addressed with deliberate design.



### **Start with the team, not the topics**

Before you consider material, consider this particular leadership team as if you were a coach working with a little group of athletes.

What are they actually trying to attain together in the next 12 to 18 months? Where are they underperforming as a system, not as people? How do they talk to each other when something goes wrong? How do they make decisions that cut across functions?

This is where a leadership team coaching mindset becomes invaluable. Instead of asking, "What should we teach them?", ask, "What work does this team require to be able to do together that it presently can not do all right?"



When I prepare to design a workshop, I usually speak with at least a subset of the team. I listen for moments where their voices tighten, where they speed up, or where they go vague. Often, that is around problems like:

- conflicting top priorities between growth and success
- frustration about decision rights
- lack of trust in the data or each other
- a continuously shifting technique that never ever feels real

Those geological fault inform you where the workshop genuinely requires to go.

Here is an easy diagnostic you can utilize when scoping the session with the sponsor. These questions are not for the team; they are for you and whoever is commissioning the workshop:

1. If this team walked out of the workshop having changed just one behavior in how they work together, what would truly move the needle for the business?
2. Where are you currently wasting time, money, or skill since of how this team runs? Be concrete.
3. Which discussions are individuals having in smaller sized sub-groups, however not with the whole team in the room?
4. What has this team tried in the past that did not stick, and why?
5. What are you personally going to place on the table as a leader throughout this workshop that you have actually not dealt with straight before?

You will observe that those questions are less about "what we should cover" and more about "who we need to become." That shift is the structure of genuine leadership development.

## **Clarify outcomes that you can in fact feel in the room**

Clear results do not mean more KPIs. They imply naming what individuals will be able to do in a different way together by the end.

For example, rather of "enhance cross-functional partnership," you might specify results like:

- The team agrees on 3 specific choice guidelines for prioritizing cross-functional projects.
- Each leader can name one habits they will stop and one they will begin to reduce friction with their peers.
- The team produces a one-page declaration that explains the kind of leadership culture they want to good example, in their own words.

Notice that these results involve behavior, language, and artifacts. They specify enough to shape activities, and they give you a method to examine, mid-workshop, whether you are on track.

When your outcomes are clear, they end up being a design short. Every block of time need to serve those results. If a sector does not assist, it belongs in a various conference or a file sent before people arrive.

## **From agenda to experience: design concepts that change teams**

A program is a list of subjects. An experience is how the day really feels and what it takes out of individuals. Transformative leadership workshops focus on the second, not just the first.

Here are a number of style principles that have actually shown powerful in practice.

### **Sequence emotions, not simply subjects**

Most offsites jump from icebreaker to strategy to functional deep dive with little idea for how safe or stretched individuals feel at each moment. The result is unequal involvement. The same confident voices speak up on every topic.

Instead, think of the psychological arc you want. Early on, individuals need to feel grounded and somewhat disarmed. That might mean a brief individual story round about a time they took a danger as a leader, or a paired conversation about why they joined this business in the very first location. Not tacky video games, but real stories that reveal something human.

Only as soon as there is a little bit of vulnerability in the space do you dive into controversial product like misaligned top priorities or broken procedures. If you do it in the opposite order, you get defensiveness.

Near the end, individuals require a mix of focus and hope. This is when you take shape choices, commitments, and the narrative of what this team is becoming.

### **Alternate in between reflection and action**

Adults do not change due to the fact that they heard an originality. They change due to the fact that they see themselves more clearly and after that try something various in a safe environment.

Good leadership training consists of both reflection and practice. In workshops, that may appear like short solo journaling minutes followed by little group discussion, then a whole-team choice exercise where people need to put brand-new insights into play.

For example, after a conversation about decision rights, you might run a simulation: present a fictional but realistic scenario where budget plan, brand name threat, and consumer impact collide. Ask the group to decide

under time pressure utilizing the new choice guidelines they just talked about. Debrief not only the result, but how it felt to utilize those rules.

This mix turns abstract leadership tools into lived habits.

## **Design for candor, not comfort**

You can either have a comfortable offsite or a sincere one. You rarely get both at the very same time.

Designing for sincerity means structuring discussions so individuals can not hide behind slides or generic declarations. Instead of asking, "What do we require from each other?", attempt, "Share a specific minute in the last quarter where you felt pull down by this team, and what you want had actually taken place rather."

That kind of conversation requires strong assistance. It helps to develop working arrangements early, such as "we speak from our own experience," "we describe the impact, not assault the individual," and "we assume positive intent however do not avoid tough truths."

The facilitator's job is not to keep things smooth. It is to keep things safe enough that the genuine issues can emerge.

## **When leadership team coaching fulfills workshop design**

Leadership team coaching and leadership workshops are typically treated as different services. One is continuous, the other episodic. The best outcomes come when you incorporate them.

Think of the workshop as an intense sprint inside a longer coaching procedure. The coaching work in the past and after provides continuity and depth.

Before the workshop, coaching discussions help clarify outcomes, surface area concealed stress, and develop sufficient trust with the facilitator that people will take risks in the room.

During the workshop, a coaching position alters the tone. Instead of the facilitator being a professional who "provides content," they are a partner assisting the team see itself more clearly. They call patterns in the moment: who disrupts whom, who aims to the CEO before speaking, where the energy drops. They ask concerns that slow the team down just enough to pick a various path.

After the workshop, regular leadership team coaching sessions assist the group secure their brand-new agreements. The facilitator can carefully ask three months later on, "You dedicated to choosing item priorities in this method. How are you really doing it, and where have you slipped back into old routines?"

This incorporated technique is much heavier than a one-off offsite, but it is even more most likely to produce resilient change.

## **A useful example: inside a two-day leadership workshop**

Abstract recommendations works just approximately a point. Here is a simplified sketch of what a two-day workshop may look like when designed for change rather of entertainment. The specific structure would depend on your context, but the logic brings over.

### **Day 1: surface area reality and shared ambition**

Morning typically begins with context from the leader who commissioned the workshop. Not a long speech, but a candid description of why this group is here, why now, and what is at stake. When leaders gloss over the stakes,

people disengage. When they name the tension truthfully, individuals lean in.

Then we move into an individual workout. For example, each person interviews a peer for 5 minutes about a minute they felt happy with the team and a moment they felt deeply annoyed. They then present their partner to the group utilizing those stories. This generates both connection and data.

Mid-morning shifts to mapping the system. The team draws the major circulations of work throughout functions on a white boards: how a client need becomes a shipped feature, how a large deal gets priced and authorized, how a quality issue gets detected and dealt with. As we annotate that map with bottlenecks, handoffs, and sources of friction, patterns emerge. The discussion moves from "Sales never ever provides accurate projections" to "Here is the specific location where our procedure assurances misalignment every quarter."

Afternoon focuses on aspiration. Not wordsmithing a vision statement, but explaining concrete future behaviors. For example, "What will be visibly various in how we run our weekly leadership conference 6 months from now if we prosper?" Teams often recognize their goal is less about a glossy future state and more about fundamental disciplines such as making real tradeoffs, telling each other the reality, and keeping dedications throughout functions.

We close day 1 by surfacing elephants explicitly. Individuals compose, anonymously if needed, the something they believe "everyone understands but no one is saying." We group these inputs and choose a few to work with the next morning.

## **Day 2: decisions, agreements, and practice**

The 2nd day starts with those elephants. By this point, there suffices relationship and shared language that the team can confront them. Perhaps one card states, "We state we are one team, however bonus offers and acknowledgment benefit silo wins." Another states, "We never inform the CEO when a strategy is unrealistic."

Working through two or three of these in information frequently opens more modification than any variety of frameworks. It makes visible the gap between espoused worths and real rewards or behaviors.

Late early morning, we move into structural choices. That might include clarifying choice rights with something as simple as, "For each of our top 5 cross-functional choices, who is [learningpointgroup.com](https://learningpointgroup.com) leadership workshops the ultimate owner, who must be sought advice from, and what input is non-negotiable?" It can also consist of specific contracts on which online forums will manage which type of problems, to prevent every conference becoming a catch-all.

Afternoon focuses on embedding. We choose a little set of leadership tools that this team will use regularly for the next quarter. The key is to select tools that align with their real work, not trendy designs. For instance:

- a one-page decision log visible to the entire team
- a pre-read design template that requires clarity on issue, options, and recommendation
- a short "after-action evaluation" format for major launches or failures
- an easy behavioral contract for conferences: how they start, how they end, how dissent is handled

The day ends with private and collective commitments. Each leader names, out loud, the one behavior they will practice for the next 60 days and welcomes their peers to hold them liable. The team also catches in writing the contracts they want to revisit at the next check-in.

This is not theatrical. It specifies, typically unpleasant, and surprisingly energizing when done well.

## **Choosing leadership tools that in fact stick**

A typical mistake in leadership development is to introduce too many tools simultaneously. You do an offsite, learn 3 models, experiment with a brand-new feedback structure, and agree on a various decision procedure. Within a month, people are overwhelmed and quietly go back to old ways.



Instead, deal with leadership tools like software that must be embraced by an entire team. Start with what is triggering the most friction, then evaluate a little number of tools that deal with those discomfort points.

If choices are slow and murky, adopt one shared decision-making framework and one visible choice log. If trust is thin, focus on a simple method for regular peer feedback and a routine for dealing with conflict when it surface areas. If strategy is constantly fuzzy, utilize a one-page method story that you review together every quarter.

Importantly, tools require owners. For instance, you might designate a rotating "meeting steward" who is responsible for using the conference agreement and debriefing at the end. These micro-roles make it more likely that new practices actually happen.

I have seen leadership teams change more through consistent use of 2 or three simple tools than through any variety of inspiring speeches.

## Avoiding common traps

Even well-intended leaders fall into foreseeable traps when developing workshops.

One trap is overwhelming the program. Due to the fact that it is unusual to have everybody together, there is a temptation to cram in every topic. The outcome is an out of breath marathon with no depth. When I push back and recommend cutting content, executives often stress, "However we will miss our opportunity." The irony is that spreading attention too thin warranties you will miss your possibility to alter anything meaningful.

Another trap is contracting out excessive to an external facilitator. A great facilitator is important, however they can not own the work for you. When the most senior leader in the space anticipates the facilitator to "repair the team," everyone else senses the range. The workshop becomes an occasion imposed on them, not a process they shape.

A third trap is utilizing team-building activities as a replacement for hard conversations. I am not versus shared meals or outside activities. They can deepen relationships. However if you go from zipline to supper to generic trust workout without ever challenging the real problems people get up thinking of, it feels hollow.

Finally, there is the trap of pretending that the workshop itself is the solution. It is not. It is an intervention inside a larger system of rewards, practices, and structures. If you do not align those, even the very best workshop will ultimately lose to the gravity of the status quo.

## **Making the modification last: the 90-day window**

The essential duration for leadership development is not the workshop itself; it is the 90 days that follow. That is when new arrangements either harden into standards or dissolve.

Design that follow-through before the workshop occurs. Treat it as part of the very same engagement, not an optional add-on.

An easy, disciplined technique over those 90 days may consist of 3 elements.

First, schedule short, focused follow-up sessions with the leadership team every 4 to 6 weeks. These are not status conferences. They exist to look at the habits and tools you accepted check. The agenda can be as simple as: what did we dedicate to, what have we really done, what has actually helped, what has actually obstructed, what do we adjust?

Second, ask each leader to select one coworker as an accountability partner. They fulfill for thirty minutes every 2 weeks, not to talk about business jobs, but to reflect on how they are appearing as a leader relative to their workshop dedications. Peer accountability is often more powerful than top-down check-ins.

Third, link workshop results explicitly to existing rhythms such as quarterly service evaluations or efficiency conversations. For instance, if the team specified new decision rules, add a fast review of those rules to the opening of each QBR. If you produced a leadership culture statement, revisit one line of it at each regular monthly meeting and ask "Where did we live this? Where did we violate it?"

When you deal with the workshop as the ignition, and the next 90 days as the engine that either captures or stalls, you design in a different way. You focus less on one perfect program and more on what the team must practice together, repeatedly.

## **Bringing all of it together**

Leadership workshops can be much more than pleasant interruptions to the calendar. Made with intention, they are concentrated minutes of leadership training, sincere reflection, and joint choice making that change the trajectory of a company.

The secret is to start with the genuine work of the leadership team, not a pre-fabricated curriculum. Use a leadership team coaching state of mind to see patterns, not simply characters. Clarify results you can feel in the room. Design an experience that sequences feeling and action, that prioritizes sincerity over convenience, and that introduces a small set of leadership tools the team is really prepared to use.

Most of all, deal with the workshop as one chapter in a continuous story of leadership development. The story where a group of talented people slowly ends up being a team that trusts each other adequate to deal with the hardest issues in business together, and knowledgeable sufficient to resolve them.

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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.

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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](tel:(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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You can contact Learning Point Group by phone at: [\(435\) 288-2829](tel:(435) 288-2829), visit their website at <https://learningpointgroup.com/> or connect on social media via [Facebook](#) or [Instagram](#) or [Linked In](#)

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