



TRUE NORTH

FIND CLARITY. LEAD WELL. MOVE FORWARD.

LEADERSHIP COHORT

FALL 2026 COHORT GUIDE

Four weeks. Four conversations.

A closer look at the story behind your leadership.

SEPTEMBER 15 - OCTOBER 6, 2026

TUESDAYS | LIVE ONLINE COHORT

YOU DON'T LEAD APART FROM YOUR STORY.

You lead because of it.

Every leader brings a story into the room. Experiences, relationships, successes, disappointments, transitions, mentors, failures, opportunities, and unexpected moments have all helped shape the way you lead today.

Some of that influence is easy to recognize. Some of it isn't.

The True North Leadership Cohort is a four-week guided experience designed to help you slow down, look more closely at your leadership story, and recognize how God may have been forming you through experiences you did not fully understand at the time.

This isn't simply about becoming a better leader.

It's about better understanding the leader you are becoming.



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AUTHENTIC LEADERSHIP

THE LEADER BENEATH THE ROLE

Before we examine leadership techniques, we'll begin with the leader.

We'll explore the relationship between identity, calling, experience, and leadership and consider what it means to lead authentically rather than simply performing the expectations of a role.

We'll also examine Biblical leaders as real examples of leadership formation, looking beyond their titles and accomplishments to the experiences, challenges, relationships, failures, and encounters with God that shaped the people they became and the way they led.

WE'LL EXPLORE:

- The difference between position and identity
- What authenticity looks like in leadership
- The experiences we carry into the way we lead
- Recognizing leadership as an ongoing process of formation
- Biblical leaders and the formative experiences behind their leadership

REFLECTION

Who am I when the title is removed?

02



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YOUR LEADERSHIP STORY

RECOGNIZING THE MOMENTS THAT FORMED YOU

Leadership doesn't develop in a straight line.

Using a leadership timeline, you'll identify significant people, transitions, opportunities, disappointments, successes, failures, and pivotal experiences from your own story that have contributed to the leader you are today.

Rather than viewing these moments as isolated events, you'll begin looking for patterns across your own story and considering how those experiences have shaped you.

WE'LL EXPLORE:

- Formative experiences and pivotal moments
- Recognizing the influence of significant relationships and leadership experiences
- Seasons of growth, transition, testing, and preparation
- Recognizing patterns of development across our lives

REFLECTION

What if some of the moments I thought interrupted my story were actually forming it?

03



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HOW YOUR STORY LEADS

UNDERSTANDING WHAT YOU BRING INTO THE ROOM

Our stories don't remain in the past. They often influence how we respond to people, pressure, conflict, responsibility, success, and uncertainty.

This week moves from recognizing the story to understanding its influence.

We'll consider how previous experiences can shape our leadership instincts today and how greater self-awareness can help us lead with greater clarity and intention.

WE'LL EXPLORE:

- How experience influences leadership behavior
- Patterns in relationships and decision-making
- Responses to conflict, pressure, and uncertainty
- The relationship between self-awareness and healthy leadership

REFLECTION

Where might yesterday's experiences still be influencing today's leadership?

04



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LEADING FORWARD

BECOMING INTENTIONAL ABOUT WHAT COMES NEXT

The final week turns our attention forward.

We'll bring together what we've discovered throughout the cohort and consider how greater awareness of our story can influence the way we lead from here.

The goal isn't to leave with every question answered.

It's to leave with greater clarity about where you've been, how you've been formed, and how you want to lead the people entrusted to you.

WE'LL EXPLORE:

- Integrating insight into everyday leadership
- Identifying areas for continued growth
- Leading from greater clarity rather than reaction
- Recognizing the next chapter of your leadership development

REFLECTION

Knowing what I know now, how do I want to lead differently?

EACH SESSION HAS THREE PARTS



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CONVERSATION

A guided exploration of the week's leadership theme, integrating leadership development, personal formation, and Biblical insight.

REFLECTION

Space to examine your own experiences and consider how the week's conversation intersects with your leadership story.

APPLICATION

Practical exercises designed to move insight beyond the conversation and into the way you actually lead.

YOUR LEADERSHIP TIMELINE

One of the central exercises of the cohort will be the development of your own Leadership Timeline.

Across the four weeks, you'll identify significant moments and people from your story and begin asking a different question about them:

HOW DID THIS SHAPE THE LEADER I AM TODAY?

By the end of the cohort, the goal isn't simply to have a timeline of where you've been.

It's to begin recognizing the thread of formation running through it.



WHAT YOU'LL WALK AWAY WITH



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BY THE END OF OUR FOUR WEEKS TOGETHER, YOU'LL HAVE:

- A clearer understanding of your leadership story
- A completed personal leadership timeline
- Greater awareness of experiences that have shaped the way you lead
- Language for recognizing patterns in your leadership development
- Practical reflection tools you can continue using beyond the cohort
- Greater clarity about how you want to lead moving forward

Most importantly, you'll have created space to consider not simply:

"What kind of leader should I be?"

but:

"What kind of leader am I becoming?"

YOUR COHORT EXPERIENCE

This is designed to be a conversation, not a lecture.

Come prepared to think, reflect, participate, and occasionally reconsider assumptions you've made about your own leadership story.

You won't be asked to share anything you aren't comfortable sharing. Some of the most important work may happen privately in your own reflection.

Bring your experience. Bring your questions. Bring your story.

We'll start there.

COMPLEMENT, NOT REPLACE.

The True North Leadership Cohort is designed to complement, not replace, the spiritual leadership and pastoral relationships already present in a participant's life. Throughout the cohort, participants are encouraged to remain connected to their local pastor and spiritual leadership, particularly when reflecting on matters of calling, ministry direction, and spiritual formation.

Our conversations focus on understanding our own leadership stories rather than evaluating the leadership, motives, or decisions of others. The goal is greater self-awareness, spiritual formation, and responsible leadership within the relationships and structures God has already placed in our lives.



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ABOUT YOUR COHORT LEADER

KELLY VENTURA



Kelly Ventura works with individuals, couples, and leaders through True North, helping people navigate life's transitions, relationships, and leadership challenges with greater clarity and intention.

His approach to leadership development draws from pastoral counseling, years of organizational leadership experience, and leadership formation principles that emphasize the importance of understanding not only how we lead, but how we became the leaders we are today.

**M.A. PASTORAL COUNSELING GRADUATE STUDENT
(ORAL ROBERTS UNIVERSITY)**

**BOARD CERTIFIED CHRISTIAN COUNSELOR (NACC)
ORDAINED MINISTER (UPCI)**

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FALL 2026 | SEPTEMBER 15 - OCTOBER 6

Your leadership story has already been written
in countless moments.

**NOW LET'S TAKE A CLOSER LOOK AT
WHAT IT'S BEEN TEACHING YOU.**