

## **MEDIA KIT – BIG TREE STRATEGIES**

### **Corporate Profile**

The World Cup champion soccer team, a Formula One pit crew, and the project team in a mining company which is a global leader in the production of iron ore and nickel – all have something in common.

*Intentional teams.* A highly-functioning intentional team has four characteristics: a compelling direction, flexible leadership, formal tools that allow you to work together and track progress, and a culture that supports performance. Bill Sedgwick and Esther Ewing, the two principals behind Big Tree Strategies, create intentional teams for their clients in order to achieve business goals for the organization.

Big Tree Strategies is the combined effort of two experts who joined forces in 2011 to pool their experience from such industries as oil and gas, mining, accounting, and financial services. They established a unique consulting practice that can service organizations from virtually any sector. This doesn't mean exercises in outdoor team challenges, or embarking on outdoor adventures. Big Tree Strategies has a different approach to making teams more productive and effective – *Intentional Teams*. Intentional teams comprise a comprehensive set of tools and approaches that are essential for team success.

Intentional teams are disciplined, aligned, integrated, and focused on goals. And that, say Bill and Esther, is the critical ingredient for the success of business teams.



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## **Bill Sedgwick**

**Partner and Co-founder,  
Big Tree Strategies**

Bill Sedgwick studied education and theatre at university in his native South Africa where he learned what it was like to be part of a highly-functioning team committed to a common goal. He later attended business school and joined the Standard Bank of South Africa, an organization with over 30,000 employees. His job was to manage the organizational development team. In 1992 Bill came to Canada and found an immediate need for his skills. He spent three years as a Business Planning Facilitator and part of the development team at the pioneering CIBC Leadership Centre in King City, Ontario. He then formed his own consulting business in strategic and business planning. In the next two decades he worked with more than 70 senior teams in many different organizations. He has degrees in business and education from the University of the Witwatersrand in Johannesburg, South Africa, and is a long-time volunteer for Habitat for Humanity York, which builds homes for those in need.



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## **Esther Ewing**

**Partner and Co-founder,  
Big Tree Strategies**

Esther Ewing has a background as a university-trained, classical singer who has worked with conductors and musicians all around the world. The objective was to deliver extraordinary performances, and in this way she was always a key member of the team. Over the years Esther has helped many organizations address major challenges. She has spent eight years as an occasional lecturer for Yale University, and has worked for over twenty years as a consultant with organizations in financial services, healthcare, manufacturing, mining, and the legal sector. Before her consulting career, she worked in professional development roles for the Institute of Chartered Accountants of Ontario, BDO Dunwoody, and the Canadian Bankers Association. She is a certified Kolbe Consultant with experience providing leadership development, strategy, and coaching teams. Esther has been a volunteer for such organizations as Good Shepherd Services in New York City, Bridgepoint Health Centre Foundation and The Learning Partnership in Toronto, and served as Interim Executive Director with Voice for Hearing Impaired Children. She has a Bachelor of Music in Voice Performance and a Masters of Adult Education, both from the University of Toronto.



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# Fact Sheet

**Contact:** Bill Sedgwick - 416-410-8787; Bill@BigTreeStrategies.com  
Esther Ewing - 416-410-8787; Esther@BigTreeStrategies.com

**Services:**

- Consulting services to help develop Intentional Teams
- Strategic planning
- Leadership development
- Change management

## Clients (sample list):

### Mining and Energy

Glencore Xstrata  
Vale  
Rail-Veyor Technologies  
BHP Billiton  
DMC Mining Services

### Professional Services

BDO Canada  
Borden Ladner Gervais  
J Walter Thompson, NY  
Hong Kong Institute of CPAs  
International Federation of Accountants  
Canadian Institute of Chartered Accountants

### Financial Services

Bank of Montreal  
CIBC  
Royal Bank of Canada  
Sun Life Financial

### Other

Campaign Against Child Poverty  
Ontario Provincial Police  
Pollution Probe  
Sunnybrook Health Centre  
Yale University  
Canadian Standards Association



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