



JOY KACIK

PARTNER, CERTIFIED PERSONAL COACH – KACIK CONSULTING SERVICES

Joy is a partner in Kacik Consulting Services, LLC and brings a rich background in organizational development, training, negotiations and employment relations.

Joy has a Bachelors degree in Business Administration from Capital University in Columbus, Ohio with major concentrations in Labor Relations and Marketing, and minors in Economics and Management. Joy's experience includes two years as an Associate Personnel Representative with the National Supply Co. division of Armco Steel Corporation and then twenty-eight years as a UniServ Representative with the Pennsylvania State Education Association, the last five of which as Regional Field Director for PSEA's Midwestern Region. Joy has extensive experience in labor negotiations, grievance administration, arbitration, leadership development, strategic planning, group facilitation, and training design and delivery. Joy also served as the Capital Campaign Chairperson for the Randolph Area Food Shelf and as Secretary of the Vermont chapter of the American Society for Training and Development.

Joy is a Certified Professional Coach and member of the International Coach Federation, providing whole person, career, executive, negotiations and other subject-specific coaching and consulting to individuals and organizations.

Joy's personal mission is making a positive difference in people's lives. She has continued self-directed and mentored learning in the areas of organizational and personal development. She has designed and facilitated a multitude of organizational interventions, strategic planning initiatives and professional development programs throughout the United States. She has been a trainer of numerous organizational initiatives within the Pennsylvania State Education Association and also independently designed and delivered a wide variety of professional development programs approved by the Pennsylvania Department of Education.

Additionally she partnered with ThoughtBridge LLC, in the design and delivery of the successful bid and execution of an organizational culture change initiative of a large government agency.

As an Insights® Discovery licensed practitioner, she brings to clients the added value of Insights Discovery® Portfolio of products when working with individuals, teams, leaders and whole organizations to create inspiring visions, improve relationships, handle conflict with positive outcomes and create confidence in navigating change as foundations for higher organizational success and growth.

Joy is a frequent speaker at women's conferences and networking events. She has numerous female coaching clients who have successfully moved to higher levels within their organization, found new positions consistent with their desired goals, negotiated higher job offers and experienced more job and life satisfaction through recognizing and capitalizing on their strengths through their coaching relationship with Joy.

Beyond her work, Joy enjoys taking her golden retriever Sophie, who she trained and certified as a Vermont Therapy Dog to nursing homes and hospitals, bicycling, snowshoeing, and enjoying time and travel with her husband and business partner, Perry Kacik along with hosting and visiting family and friends.