



Professional Expertise/Services

Specializing in Government Organizational Development Initiatives!

italix consulting services® established in 1999, is dedicated to leveraging human potential to articulate the mission and goals of public and private organizations. Effective leadership involves proficiency in task and relationship dimensions. The skills needed in each area can be learned and applied in order to rise to the challenges of today's organizations. We offer the necessary practical tools that leaders can apply to build positive interactions and enhance their own performance and that of their workforce.

italix consulting services® has successfully continued to grow based on referrals! We are committed to creating an environment of trust and opportunity in our client partnerships. We provide the products and services that bridge the gap between our client's current skills and competencies and those that will move them toward their individual and organizational objectives.

Our philosophy is that continuous learning and development lead to increased personal and professional growth and success.

Dr. JoAnn Polcari, owner and principal, provides a wide array of organizational development services to both public and private organizations. She is an expert meeting facilitator who has provided her services to a number of organizations both nationally and internationally.

She has coached rising leaders in the development of the necessary skills needed in our ever-changing work environments. Among these skills, leaders develop skills in conflict and change management, effective communication, mentoring and coaching, motivation and delegation.

Recent Assignments: Ongoing partnerships include organizational development initiatives with the U.S. Navy FA/18 Fleet Support Team, the Department of Veterans Affairs, the U.S. Marine Corp Base, the Department of Energy: Western Area Power Administration, the General Services Administration, and the U.S. Court System. Designs, develops, and implements customized instruction in key organizational areas: leadership, supervision, conflict and change management, communication, team-building, diversity, and presentation and facilitation skills.

Education and Professional Affiliations

Ph.D. in Industrial/Organizational Behavior with an Emphasis in Leadership
MA in Pupil Personnel Services (Counseling)
BA in Education with an emphasis in Early Childhood Education

Contact Information

italix consulting services

Principal and owner: JoAnn Polcari, Ph.D.

Visit our website: italixconsultinservices.com