

Lynette Gutnik – Organizational Development, Coaching & Conflict Resolution MUNICIPAL RESOURCE GROUP, LLC

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Lynette Gutnik is an accomplished executive coach and conflict resolution consultant who partners with clients to implement individual and organizational change. Lynette has a proven track record of helping, educating, and supporting organizations through challenging situations. She takes pride in understanding the unique challenges and opportunities that leaders face. She is specifically attuned to the potential impact on individuals, teams, and organization when their authentic, empathetic, and intuitive leadership style is unlocked.



Lynette tackles improving the human experience through partnership building, developing people, problem solving and continuous culture change. She has been recognized as having the ability to challenge assumptions and inspire innovative ideas at all levels of the organization. Recognized as a “bridge builder”, Lynette has a unique ability to display a sense of calm to effectively influence, negotiate, and drive decisions across multiple business groups. This work has resulted in robust and transparent communication among leaders, frontline managers, and staff to change existing beliefs that hindered high-performing teams.

As an operational leader and consultant with more than 25 years of business experience, Lynette has an extensive background in planning and managing cross-functional business operations and technology projects. Lynette is well versed in the Toyota Lean Methodology and most recently has been responsible for integrating, training, and strengthening leader and employee cultural connections which resulted in an increase in performance measures. She is particularly skilled at group facilitation and enjoys forging consensus among people with diverging ideas and opinions. Lynette has managed a broad array of projects ranging from financial services, clinical initiatives, education, philanthropy, and community needs. Lynette’s clients comment on her ability to effectively build trust and to quickly assess and synthesize complex issues.

Lynette received her Bachelor’s degree from University of Phoenix and additional education through College of St. Scholastica in Duluth MN. Lynette is a Certified Professional Coach accredited through the International Coaching Federation. In addition, she is a certified instructor in Crucial Conversations, Achieve Global and DDI management training. She is also certified as a Change Management Practitioner through PROSCI.



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