



## Ashwini Kantak

### *Affiliated Consultant*

MUNICIPAL RESOURCE GROUP, LLC

Telephone: (510) 898-6226

[akantak@klarityconsulting.net](mailto:akantak@klarityconsulting.net)

Ashwini Kantak is a seasoned public sector manager with over two decades of executive experience in general management, organizational development, emergency management, financial sustainability, human resources, technology solutions, capital improvement programs, utilities, environmental sustainability, economic development, and affordable housing. Ashwini has extensive experience working in local government, with a special focus on complex programs, policy development, strategic planning, and process improvements. As a strategic thinker, Ashwini enjoys tackling complex issues to create and sustain vibrant and healthy communities.

In her role as a consultant, Ashwini has facilitated Council, Board, and executive staff retreats; conducted organizational assessments and developed implementation plans; served as an executive coach; and facilitated Council and Board appointee evaluations.

Before affiliating with MRG, Ashwini was Assistant City Manager for the City of Milpitas. Key initiatives included two successful revenue measures, an award-winning Smart City infrastructure program, several strategic plans, process and technology improvements, and innovative pandemic programs to assist businesses and residents. Ashwini successfully addressed a multi-year 20% decrease in revenues with minimal service impacts by working closely with stakeholders. She also served as the Emergency Operations Center Director and led the City through multiple emergencies, including the pandemic, wildfires, and severe weather events.

Ashwini served multiple roles in the City of San José. As Assistant Director in the Environmental Services department, she led a \$2 billion CIP for the regional wastewater treatment facility, developed an innovative Climate Smart strategy, in partnership with PWC, established San Jose Clean Energy, a community choice aggregation entity, and led regulatory compliance, sustainability, and all strategic support functions, including budget, HR, and information technology. As Assistant to the City Manager, she led the oversight of the city's \$2B CIP. She also led the Green Vision, the strategy for green jobs and environmental sustainability; a \$100 million citywide grant program; and various policies and programs, including the city's first green building policy, and a citywide employee mentoring program.

Ashwini is a licensed architect and a LEED-accredited professional and holds a bachelor's in architecture and a master's in architecture and public policy/administration. She worked as a project architect in the private sector for ten years. She is a graduate of Harvard's "Senior Executives in State and Local Government", CCMF's "New and Future City Managers Seminar", Housing Policy Leadership Academy (Silicon Valley Cohort), and Davenport Institute's "Professional Certificate in Public Engagement for Local Government". Ashwini is a certified trainer for the "Six Types of Working Genius" assessment. Ashwini also has an MIT certificate on the impact of Artificial Intelligence on business strategy.

#### **Ashwini's Areas of Expertise:**

*Governance*

*Leadership Coaching*

*Strategic Planning*

*Project Management*

*Technology Solutions*



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