



Reval Employee Spotlight:

Tim Regan

Manager, Cash Services
King of Prussia, PA

“When one door closes, another opens; but we often look so long and so regretfully upon the closed door that we do not see the one which has opened for us.” -Alexander Graham Bell

On the Main Line

Tim Regan grew up in Strafford, Pennsylvania, a community off the Main Line (a region of suburban PA along the former Main Line of the Pennsylvania Railroad). He comes from an Irish Catholic family and is the second youngest of 5 children. With two brothers and two sisters, I can only imagine that growing up with a large, boisterous family instills in you some excellent teamwork skills! The dynamics of growing up with such a big family aside, as soon as my conversation with Tim started I could tell he is a level-headed, grounded type of guy.

How does one end up in the Treasury field? Tim likes to say he *fell* into it. When pursuing his education, Tim stayed in-state to attend West Chester University and majored in Business Management. After graduating, Tim went to work for Wachovia Bank as a fresh-faced addition to their treasury implementation department. After building on his professional experience for three years with Wachovia, Tim’s friend told him about an opening with a company called FXpress. Contrary to his quote, Tim clearly saw that the FXpress door was open and he wanted to walk through it! Tim applied, interviewed, and got the job as Financial Consultant, to be working on cash management implementations. In addition to a new job, Tim also got married one week before he started employment with Express. Clearly a man making big moves!



Joining FXpress & the Acquisition by Reval

Tim wasn’t the only new addition to FXpress when he joined in 2006, they had also just developed a new cash system. Express had no clients on their cash system yet when they brought Tim in to be part of their professional services team, so he was tasked with deploying clients on the new cash module. After a few years, Express decided to abandon the build out for their cash module, compelling Tim to transition to a support role for the clients who had implemented the module.

When Reval bought Express in 2009, Tim was still in his role as Financial Analyst supporting clients. Initially, I had asked him what brought him to Reval and he jokingly replied, “Brought me? Reval kept me!” Tim has been working in the Cash Services department ever since. In 2011, Tim was promoted to Senior Financial Analyst. Two years later, he was promoted to Manager, Cash Services, where he manages his local team and coordinates with two other regional Cash Services teams.

One Team

Currently, Tim is managing a team of three. This tight-knit Cash Services team in King of Prussia is one of three teams globally. Even though he’s managing his team, Tim also helps with the day-to-day tasks or as he put it, “I’m in the dirt doing daily assignments outside of just managing.” He makes sure his team is always up to speed and when issues arise he is right there to help find the solution. The team is deeply entrenched with the Professional Services team, so each deployment requires Tim to orchestrate organization and clear communication between all of those involved.

For part of these deployments, the team must work with Fides Treasury Services to achieve bank connectivity and for Tim it is of the utmost importance to maintain good relationships internally and externally (a job he was well-trained for after growing up with so many siblings!).

As Tim and his team are working to maintain these relationships, I asked him how he facilitates communication between his team, the other cash management teams in Sydney and Graz, Professional Services, and Fides. He explained that he participates in bi-weekly manager meetings and status calls involving all three regions. This is absolutely necessary for Tim and his team to operate successfully. For example, if a client case comes in late in the day when the US team is in the office, they then can seamlessly hand the case over to the Sydney team and so on. Client issues are constantly being reviewed and sharing the cases across the different regions ensures that there is always a Reval team up to speed and ready to help.

When I asked Tim about his current projects he said, "Setting up functionality is completed client by client, so my current projects are our clients." One of the bigger "projects" Tim is currently working on is Synchrony Financial. They are splitting from their parent company, GE, and so now Tim and his team must complete the deployment separately.

So who has impacted Tim the most over the past 9 years he's been with Express/Reval? First, Eric Newberg hired Tim and introduced him to the cash services world. Eric has since left FXpress/Reval and moved to California. Nowadays, Leslie Regino is a major influence on Tim's work life. He said, "I couldn't ask for anyone better to be managing CS. Leslie makes life easier... she's into the group and makes sure we have everything we need. Her leadership style is positive and supportive, and she's approachable." Tim remarked that although CS has seen quite a bit of turnover, they currently have a strong group of people. Things in CS are continually getting better and Leslie and Claudia Fox work continuously to make improvements.

Tim's Why

Tim's Why revolves around his team and Reval's culture. Since he has seen Reval grow over the past 9 years, he is motivated by the fact that he gets to see so many different departments working together to achieve the same goal. He motivates his team to achieve anything by letting them know his door is never closed. He teaches others as much as possible while they're working on his team, but encourages them if he sees that they are interested in other aspects of the work. Tim acknowledges a job well done and has weekly lunches with his team to let them know they're more than just a number. This helps keep the team chemistry intact.

Tim attributes his professional success to the people he works with and draws motivation from his everyday interactions. He told me, "When you work well with other people, you never dread coming to work!" Since he supports live clients with their issues, he has to wear many hats and effectively manage his time, communications, and projects. Tim's tip for success? Stay organized – it's key. He elaborated, "You need to know where you are at all times and what needs to happen next. If you're not organized it's going to show through unhappy clients."

On the flip side, Tim attributes his personal success to his family. He said his number one motivator is his 3 little mouths to feed! Tim has 3 children: Tim, Alex, and Halle. His boys are 7 and 5-years old and his daughter, "Halle the sparkplug", is 3. I asked Tim about how he's continuing to develop himself personally and professionally and he said that in all aspects of his life he is working on his delegation skills. He (like most of us) takes on too much, but he realizes that things can get done quicker when the work is spread and everyone is working towards a common goal.

Tim said he has two hobbies: his kids and running. He enjoys running because it gives him time to relieve stress and tension while enjoying some well-deserved peace and quiet. Although he's never ran a full marathon, he does run half marathons. For those of you who don't know, that is 13.1 miles! There are two annual races in Philadelphia Tim likes to participate in, the Rock 'n' Roll Half Marathon and the Broad Street Run. To get on Tim's schedule is easy, just lace up a pair of trainers and get ready to try and keep up!