Thomas Intoccia

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University Teaching Experience

01/2019 – present
***Fox School of Business, Temple University**, Philadelphia PA*

07/2019 – present
Assistant Professor of Practice, Department of Finance

- Instruct Financial Planning curriculum including: Capstone and Risk/ Retirement courses
- Faculty Advisor to Temple Financial Planning Association

01/2019 – 07/2019
Adjunct Instructor, Department of Finance

Financial Services Executive Experience

2006 – 01/2019
Charles Schwab Advisor Services, San Francisco CA - multiple positions of increasing responsibility

2013 – 01/2019
Senior Divisional Vice President

- Responsible for leading Division of Sales and Relationship Management at Charles Schwab Advisor Services, the leading custodian in the registered investment advisor, RIA, space
- Managed and coached Managing Directors responsible for regions in the Eastern US Division - working with over 1700 Registered Investment Advisor Firms, with a division team size of over 30 reports including: Managing Directors, Relationship Managers and Regional Support Specialists. Dotted line reports included 12 Business Development Officers, Business and Technology Consultants
- Responsible forecasting and setting NNA and revenue targets as a senior member of the management team and ensuring regional achievement of these goals
- Actively worked with internal partners to set performance objectives and relationship management role priorities including role development and role evolution
- Worked with internal partners to develop and implement business consulting and technology consulting initiatives at client firms, including training and execution of these initiatives
- Worked as a member of the Leadership Team to develop annual plan including developing firm priorities and enablement plans
- Responsible for managing division P&L and managing firm's relationship profitability to specific metrics, including gross margin, contribution margin, and variable margin metrics among others

- Ideated on deal development strategies with existing RIA share-of-wallet deal opportunities by working closely with MDs and RMs within division - worked on creative and economically responsible pricing strategies designed to optimize relationship growth and profitability
- Responsible for reviewing/approving deals within deal approval matrix, with team and personal accountability
- Actively worked as a member of internal Schwab committees such as: RM Leadership Committee, Business Consulting Steering Committee, Account Remediation Group, AS Communications Steering Committee, AS Editorial Board, Executive Sponsorships, Business Priorities, Regulatory, Sales Support Role Committee
- Actively worked infield, attending, and speaking at conferences/ events and client advisor meetings
- Worked as visible liaison to University Financial Planning programs to promote and advocate for the RIA industry.
- Designed and executed team off sites, weekly conference calls, and other leadership forums
- Worked with leadership colleagues and HR partners to manage organizational talent matrix, which is designed to identify high potential internal talent to develop the firm's succession plan. Conversely, worked to identify challenged employees resulting in optimization of firm talent

2012 – 2013

VP & Senior Managing Director

- Led Mid-Atlantic, DC Metro, and Ohio Valley Regions
- Direct reports included Relationship Management Team in Mid-Atlantic Region in addition to Managing Directors of DC and Ohio Valley
- Served on several internal committees including weekly Leadership Committee Call/ AS Communications
- Led teams to achieve of NNA and revenue goals, including large Share-of-Wallet Opportunities

2008 – 20012

VP & Managing Director

- Responsible for Sales and Relationship Management Team in Mid-Atlantic Region
- Multiple year Chairman's Club Award Winner
- Schwab Leadership Award recipient, 2011

2006 – 2008

Regional Vice President

- Responsible for Sales and Relationship Management for Mid-Atlantic Region including all Relationship Management Team direct reports and Business Development Officer Team direct reports in two locations

- *Career experience prior to 2006 includes extensive experience in the financial services industry: Eastern National Sales Director at **Mass Mutual**, regional wholesaling positions including: **Alliance Bernstein** (formally Alliance Capital) and **Citigroup**. National accounts at **Delaware Investments**.*

Education

- Regis University, Anderson College of Business, **MBA**, 2000
- Temple University, Fox School of Business, **BBA**, 1986

Charters and Licensing

- Chartered Financial Consultant, **ChFC**,
- Chartered Life Underwriter, **CLU**