

**Tim Finney, PHR - Superior Staff Resources
StrategicPartnerships Director**



Years in HR: 14

Years in BNHRA: 11

Are you a national SHRM Member? Yes

Why did you join BNHRA and what do you get out of your membership? I originally joined BNHRA to network and meet other HR professionals. I am a Central NY native and upon my arrival to Buffalo, I wanted to be able to connect with other HR professionals. I began to volunteer, first, on the newsletter committee which was a lot of fun. Since then, I have been on numerous committees and I'm now on the board. My membership provides me access to educational seminars as well as events that spotlight guest speakers (authors). Topics discussing Recruitment and retention strategies I enjoy the most because they motivate me.

I also enjoy the reward that comes from civic responsibility. For about 6 years I have been BNHRA's student liaison for Niagara University's HR Student Chapter, my alma mater. This allows me to expose the students to local HR teams, prepare them for the HR Games, and speak to them on a variety of HR issues.

What is your favorite aspect of HR? Well, I've been in recruiting for most of my HR career....so, I'd have to say recruiting. The on boarding process is critical to any organization and this is where I see myself having the most impact on an organization.

What keeps you up at night as an HR Professional? Unfilled, open positions at my clients' organization. It is so critical to have the right talent on your team. Much time and money is wasted every minute a company goes without a complete team of competent, exceptional employees.