

In The Media

- [Nonprofit Understood Takes Note of Educational Differences and Opportunities Post-Pandemic](#), Forbes (September 2021)
- [Fred Poses of Understood.org: “Be Yourself”](#), Thrive Global, April 2021
- [Social Impact Heroes: Why & How Fred Poses of Understood.org is Helping To Change Our World](#), Authority Magazine, April 2021
- [The CEO Show: Fred Poses](#), March 2021
- [Nonprofit Understood Shapes The World For Difference](#), Forbes, March 2021
- [Leading and Learning](#), Adam Mendler Blog

Authored Content

- [It’s time we include neurodiverse people when talking DEI](#), Fast Company, 2021
- [There’s a world of difference to explore in these books for your summer reading list](#), Medium (June 2020)
- [How I Learned That Differences Are Our Greatest Strength](#), Medium (May 2020)

Social Media

- [LinkedIn](#)



Fred Poses

CEO and Founder of Understood Understood

As the leader of Understood, Fred is committed to ensuring that everyone who learns and thinks differently can thrive. His unique perspective was shaped through leadership roles at public companies and years of philanthropy.

For 15 years, he served as the chairman of the National Center for Learning Disabilities. He is a trustee of the Riverview School, a school for children with special needs. Fred brings an impact and consumer focused mindset to Understood from his leadership roles at public companies, including chief executive officer and partner of Ascend Performance Materials, and chairman and chief executive officer of Trane Inc. (previously American Standard Companies). Prior to that, he was president and chief operating officer at Allied Signal from 1998 to 1999 where he served in various capacities over his career, beginning in 1969. Fred spent two years in Peru with the Peace Corps.

He holds a bachelor’s degree in business administration from New York University.

Understood is a lifelong guide for those who learn and think differently.

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