Fred Poses
CEO and Founder of 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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