



Marcia J. Avedon

**Executive Vice President and Chief Human Resources, Marketing and Communications Officer
Trane Technologies (formerly Ingersoll Rand)**

Marcia J. Avedon is executive vice president and chief human resources, marketing and communications officer at Trane Technologies plc. In her current role, she is responsible for global human resources strategies that enable the company's business goals and support the needs of employees around the world. She also provides leadership to the communications, corporate social responsibility, strategic marketing and government affairs functions to enhance and protect the company's overall brand and reputation.

Since joining the company in 2007, Marcia has helped establish a distinguished, award-winning company culture. Most recently, Marcia served as senior vice president of human resources, communications and corporate affairs for Ingersoll Rand. Under her leadership, Ingersoll Rand delivered premier performance while maintaining world-class employee engagement and a stellar reputation among employees, customers and shareholders.

Prior to Ingersoll Rand, Marcia was chief human resources officer at Merck & Co., with global responsibility for human resource strategies, programs and policies. Marcia has more than 30 years of experience leading organizational transformation, talent and succession management, culture change, corporate social responsibility and communications. She has held previous leadership roles at Honeywell, Anheuser-Busch Companies, and Booz Allen Hamilton.

Marcia serves on the Board of Directors for Generac Power Systems. She previously served on the corporate boards of GCP Applied Technologies, Lincoln Financial, and the Center for Creative Leadership, including chairing several board committees. In addition, she is active in community and professional associations including serving on the boards of the HR Policy Association, the Center for Executive Compensation and previously on the Cornell University Center for Advanced Human Resources Studies and the Belk School of Business at University of North Carolina Charlotte. She was the inaugural chair of the University of South Carolina's Center for Executive Succession where she continues to serve on the board.

Marcia holds a bachelor's degree in psychology from University of North Carolina at Wilmington, and a master's degree and a Ph.D. in industrial and organizational psychology from George Washington University. She is a Fellow of the National Academy of Human Resources and received several other prestigious awards and recognition for her professional contributions.