



Fabrice Spenninck
Senior Vice President, Chief Human Resources and Communications
Garrett - Advancing Motion

Fabrice Spenninck is senior vice president and chief human resources and communications for Garrett - Advancing Motion, a global leader in turbocharging technologies, electric products and automotive software. Spenninck is responsible for leading global human resources strategy, programs and communications for the company.

This includes organization and talent development, staffing, learning, compensation and benefits, labor and employee relations, HR services, and more. Communications responsibilities include internal, external, marketing and product communications.

Before the spinoff of Garrett, Spenninck served in the same role for Honeywell Transportation Systems. Before that, Spenninck was vice president of HR and environmental and energy solutions for Honeywell Automation & Control Solutions (ACS).

Spenninck joined Honeywell when Sperian, where he served as a vice president in HR, was acquired in 2011. He then became the HR country manager for France and North Africa, and in 2014 became vice president of labor and employee relations for Europe, Middle East and Africa. In that role, Spenninck managed all transition and transformation plans for its 18 businesses, covering 41 countries and more than 40,000 employees.

Before joining Honeywell, Spenninck held various HR roles with L'Oreal from 1995 to 2004, including serving in the labor and employment department and then as director of HR for various businesses in France and in South Africa. He has also held positions with the French Embassy in Mexico, and with Dell.

Spenninck earned a degree in labor relations and human resources from the University of Warwick in the UK and a master's degree from the University of Montpellier, France. He is fluent in French, English and Spanish. Spenninck is based in Rolle, Switzerland, and reports to Garrett President and CEO Olivier Rabiller.