

Denis Machuel

Chief Executive Officer



Denis Machuel has been CEO of the Adecco Group since July 1, 2022.

A highly experienced global leader, Denis has committed his entire career to people-focused businesses. He has a proven track record of addressing business challenges and the Adecco Group's purpose of `Making the Future Work for Everyone` resonates deeply with him.

He was most recently Group CEO of Sodexo, a company with more than 400,000 employees in 56 countries. Before becoming Group CEO, Denis held several global leadership positions at Sodexo, including CEO of two of the company's business units, as well as Group Chief Digital Officer.

Prior to his 14-year career at Sodexo, Denis spent 16 years with Altran Group, including as Group Head of Offshore Strategy and Operations, and CEO of Altran Technologies.

He is a member of the board of directors of Kyndryl since 2021.

Caroline Basyn

Chief Digital and IT Officer



Caroline Basyn has been the Adecco Group's Chief Digital and Information Technology Officer and a member of the Executive Committee since August 2023. In 2025, she expanded her remit to include leadership of Global Business Services (GBS), further strengthening the Group's digital, operational and service excellence agenda.

Caroline is an experienced business leader with a strong track record in digital, IT and business services transformation within complex, multi-national companies. She has extensive experience leading large-scale transformation programmes across strategy, operations and technology.

Prior to joining the Adecco Group, she served as Chief Strategy & Transformation Officer, Europe at PepsiCo. She also held leadership positions including Global Business Services and Chief Information Officer at Mondelez and Group CIO at Bacardi. Earlier in her career, she spent over 20 years at Procter & Gamble in IT and Global Services, leading major cross-functional transformation programs in sales, marketing and supply chain. Her experience spans Europe, North America and Latin America. She holds Candidatures et Licenses in Mathématiques from Université Catholique de Louvain-La-Neuve in Belgium.

Jo Debecker

President of Akkodis



Jo Debecker serves as President of Akkodis and member of the Executive Committee as of April 22, 2025.

Over the past 26 years, his career has advanced through a variety of national, regional and global roles in global technology services. Jo is a true global leader and gained experience in global business in the IT, digital and software/cloud engineering space. He is known for his customer-focused and delivery-oriented approach and strong team leadership skills.

Before joining The Adecco Group, he led the FullStride Cloud Global Business Line and was a member of the Executive Board at Wipro. He has transformed businesses towards higher profitability and held leadership positions in Europe and the US as well as Asia. His career includes leadership positions within Atos, where he was last EVP, Head of Global Operations and Chief Delivery Officer; Hewlett-Packard; and Procter & Gamble.

Jo, a Belgian and Swiss citizen, holds a master's degree in finance and computer science from The University of Leuven, Belgium.

Christophe Catoir

President of Adecco



Christophe Catoir has led Adecco as its global President since 2021, and Pontoon since 2024.

Over the past 28 years, his career has progressed through various national, regional, and global positions.

Prior to his current role, Christophe was Regional Head of France from 2015, and from 2019 his responsibilities were expanded to include Northern Europe. From 2012 to 2015, he served as Head of Professional Staffing in France. Prior to this, from 2009, he was the operational General Director of Adecco France (South-East region) and led Sales & Marketing for Adecco France. From 2005 to 2009, he was responsible for all permanent recruitment activities in Adecco France, and between 1999 and 2005 he was Regional Director for Adecco France (Lorraine region).

Christophe is a Board member of GAN Global Apprenticeship Network, Geneva (CH), and Chairman of the Board of IÉSEG School of Management, Lille (F).

Gaëlle de la Fosse

President of LHH



Gaëlle de la Fosse is President of LHH and a member of the Adecco Group Executive Committee since 2022.

She brings over 25 years of leadership experience in global talent, digital transformation, and strategic growth.

Gaëlle previously served as CEO of the international fashion group Celio, and as a Partner at Roland Berger, where she specialized in corporate and growth strategy consulting for retail and consumer goods. She also held several senior positions at Capgemini Consulting, providing digital transformation expertise and strategic guidance across multiple industries. She holds an MBA from HEC and a master's in politics and economics from Sciences Po, Paris.

A French national, Gaëlle spent her formative years in New York and brings a global perspective having worked in more than 15 countries across the world.

Greg Shewmaker

Chief Executive Officer r.Potential



Greg Shewmaker is the CEO of r.Potential a company established to support business leaders navigate the disruption of the introduction of AI to shape future-ready workforces where human and digital talent is leveraged. R.Potential is a joint venture between the Adecco Group and Salesforce.

Previously as the Head of Global Operations and AI at the Adecco Group, Greg was responsible for establishing and operating talent supply chains for Adecco's largest global customers and overseeing the Group's strategic AI initiatives.

Before the Adecco Group, Greg was the Founder of Food+Future, a multi-year exploration into the future of food with Target, MIT, IDEO, Intel, Google and others.

Coram Williams

Chief Financial Officer



Coram Williams has been the Adecco Group's Chief Financial Officer (CFO) and a member of the Executive Committee since May 2020.

Coram is an experienced public company CFO with a strong track record in both operational and financial leadership roles in a complex, multi-national company environment. He has experience in leading both finance transformation and group-wide digital transformation initiatives.

Prior to joining the Adecco Group, he served as CFO of Pearson Plc from 2015. Prior to that, he was CFO of Penguin Random House from 2013 to 2015, based in New York. He also held several other senior leadership positions in both finance and operations within the Pearson Group. His experience spans Europe, North America, the Middle East and Asia-Pacific. He has an MBA from the London Business School and a BA (Hons) from the University of Oxford.

He has been a member of the Board of Directors of The Guardian since 2017.

Valentina Ficaio

Incoming Chief Financial Officer (effective January 2026)



Valentina Ficaio will join the Adecco Group's Executive Committee as Chief Financial Officer in January 2026.

Valentina joined the Adecco Group in 2019 as CFO Iberia, later taking on a regional leadership role overseeing Southern and Eastern Europe, the Middle East and Northern Africa. Currently, Valentina serves as group senior vice president of finance, leading financial planning, controllership and strategy within the global finance leadership team. She has gained comprehensive insight into the business from multiple perspectives.

Prior to joining the Adecco Group, Valentina held CFO roles in the automotive industry, automotive financing, and banking. An Italian national, she holds a degree in business and managerial economics from Luiss Guido Carli University in Rome.