

Cegid acquires Talentsoft

Cegid's acquisition of Talentsoft closed on July 12. The acquisition continues Cegid's expansion in the human resources (HR) and human capital management (HCM) space, following the acquisitions of Meta4 in 2019 and Technomedia in 2015.

- Talentsoft is expected to continue to operate as a separate business unit.
- The combined entity will provide Talentsoft with more development resources as well as cross-sell and upsell opportunities to the Cegid customer base, including a prepackaged midmarket offering of talent management, core HR, and payroll.

Talentsoft continues to develop its talent relationship management capabilities with ongoing investments designed to help HR, managers, and employees navigate both return to work and ongoing talent development.

AT A GLANCE



Developments in the Talentsoft platform reflect the changing labor market, increased manager responsibility, and the need to support remote and on-site employees. The new Talent Relationship Management solution leverages artificial intelligence (AI) to automate guidance for both employees and managers.

DEEP DIVE



Talentsoft has long been an innovator in the talent management space. Its challenge will be to leverage the resources and global footprint of Cegid while driving innovation under the umbrella of a more traditional software company that has made many acquisitions that haven't necessarily been successfully integrated to deliver more value.

LONG VIEW



Agility and flexibility (including multiple co-creation and deployment models) have long been strengths of Talentsoft. The new midmarket offering is an opportunity for growth as smaller companies seek to navigate the evolving labor landscape by leveraging technology and automation.



MONEY: The combination of Cegid and Talentsoft will better position Talentsoft to compete against larger competitors in Europe and make it roughly on par with Cornerstone On Demand in terms of revenues.



MARKET: Another partner would have better positioned Talentsoft for global expansion. However, more than half of Talentsoft's new deals in 2020 were international, so it's continuing to grow outside its base.



PEOPLE: As organizations rethink their employee strategies in a new era of labor mobility, Talentsoft's approach appeals to both HR and managers now tasked with more responsibilities.



TECH: Both Talentsoft and Cegid have partnered with Microsoft to deliver their solutions on Azure. The merger will give Talentsoft more R&D resources and a larger partner profile with Microsoft.