

# CASESTUDY: TALENTSOFT

## *Streamlining Localization in an Agile Environment*



### CLIENTPROFILE

Talentsoft is a leading developer of cloud-based talent-management software. Since its creation in 2007, it has evolved into one of Europe's leading SaaS companies with over 5 million users around the world. Since 2013, Talentsoft has worked with Welocalize as their sole language services provider, localizing the Talentsoft software applications, marketing collateral and user documentation.

### CLIENTCHALLENGE

Talentsoft HR software is used in over 100 countries. The software is constantly updated using an agile development cycle, which results in weekly updates issued to users via the cloud. These updates require translating and localizing into target locales. All localized updates have to be distributed at the same speed and quality levels as the source.

To begin with, the translation workflow was fairly manual. Weekly software updates were originally sent over to translation teams using a macro that extracted any text in the changed source software. This would be sent to the translation teams in Microsoft Excel spreadsheets. The resulting content would then be exported out of the spreadsheet and back into the application at the client's end. The updates were only translated into a handful of languages, with all target locales saved for the quarterly release.

#### FACTS

175 LANGUAGES  
1000+ EMPLOYEES  
21 GLOBAL OFFICES  
4TH LARGEST US LSP  
7TH LARGEST LSP WORLDWIDE

#### OFFICES

USA  
UK  
IRELAND  
ITALY  
GERMANY  
CHINA  
JAPAN  
ROMANIA  
SPAIN  
POLAND  
HUNGARY

#### HEADQUARTERS

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### WELOCALIZESOLUTION

The Talentsoft application is built on a .Resx platform. Welocalize implemented a solution whereby the translators would actually work in the .Resx files. Welocalize created translation memories (TMs) from the existing .Resx files and deployed GlobalSight, the proprietary open-source translation management system (TMS), which can handle .Resx files.

This automated the workflow, enabling a smoother, more efficient process with more target languages that would meet the weekly drop targets. This also allowed the Welocalize team to check and protect all non-translatable elements, such as variable names and code identifiers. Due to this enforced checking of the file elements, the likelihood of a build being unsuccessful due to a translator introducing an error or corrupting variable name was dramatically reduced.

The updated files are sent into GlobalSight every week where the system identifies the content to be changed and translated. All TMs and glossaries are automatically updated.

All languages are now updated in the weekly drop, as well as the quarterly release.

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### THEFEATURES

- ✓ Agile localization
- ✓ Scheduled weekly drops
- ✓ Tools: FTP and GlobalSight TMS
- ✓ Translators work in .Resx files
- ✓ Updated TMs and glossaries

### THERESULTS

- ✓ Reduced time to market via a fully automated translation workflow
- ✓ Consistent and improved quality by using dedicated resources on a weekly basis
- ✓ Increased ability to scale and add new languages and increase volumes
- ✓ Smoother workflow means more languages for the weekly drop
- ✓ Simultaneous shipping of all languages on a weekly basis. All languages updated in the weekly drop
- ✓ Reduced turnaround times via workflow optimization and removal of unnecessary steps
- ✓ Significant growth in global markets due to increased ability to support major international companies
- ✓ Expanded language portfolio enables global growth
- ✓ No conversion process as .Resx files are handed off and handed back

"We are now able to translate our products more efficiently and into more languages. We have a dedicated Welocalize team who are continually involved with the Talentsoft product and its agile development cycle. The translation process and workflow implemented by Welocalize has enabled Talentsoft to expand the language portfolio, reach new markets and grow our international user base."

*Jean-Stéphane Arcis, CEO, Talentsoft*

### ABOUT US

WELOCALIZE, INC., FOUNDED IN 1997, OFFERS INNOVATIVE TRANSLATION AND LOCALIZATION SOLUTIONS HELPING GLOBAL BRANDS TO GROW AND REACH AUDIENCES AROUND THE WORLD IN MORE THAN 175 LANGUAGES. OUR SOLUTIONS INCLUDE GLOBAL LOCALIZATION MANAGEMENT, TRANSLATION, SUPPLY CHAIN MANAGEMENT, PEOPLE SOURCING, LANGUAGE SERVICES AND AUTOMATION TOOLS INCLUDING MT, TESTING AND STAFFING SOLUTIONS AND ENTERPRISE TRANSLATION MANAGEMENT TECHNOLOGIES. [WELOCALIZE.COM](http://WELOCALIZE.COM)

