

CASE STUDY

Why Asahi Kasei Pharma Chose Pandatron for Their Multi-Continental Merger

No Surveys, No Delays, Less Biases

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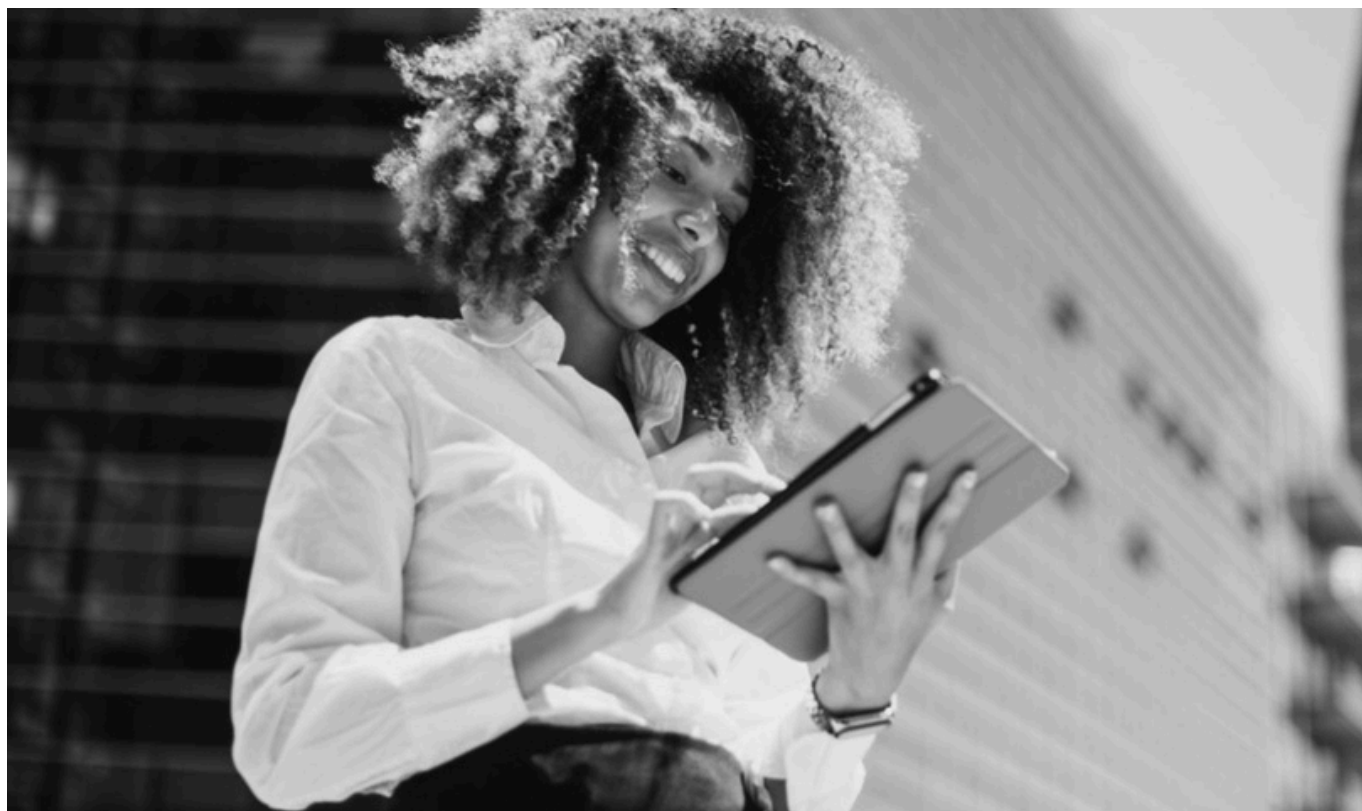
When the Clinical Development Center at Asahi Kasei Pharma faced a complex multi-continental merger, they needed more than traditional change management—they needed real-time intelligence on employee sentiment across cultures. Pandatron delivered what most M&A consultants can't: a scalable AI coaching platform that simultaneously supported employees through uncertainty while surfacing critical integration issues before they became crises.

We started off with a trial during which we evaluated the feasibility of Pandatron to our situation. We were obviously interested in how to save on the cost of human coaches and change consultants, but also which hidden values can we discover and leverage.



During the trial, the company:

- Identified language barriers hindering collaboration
- Mapped its cultural DNA to gain clarity on potential future roadblocks
- Moved employees out of the "change resistant" category*
- Added targeted coaching tracks based on insights from monthly Change Confidence Index
- tracking
- Transformed anxiety into actionable plans
- Enabled employees to take accountability for their own transformation journey



Asahi Kasei Pharma · Clinical Development Center · Multi-Continental Integration

“Working with Pandatron has been an exceptionally smooth experience. Their approach seamlessly integrates into employees’ daily routines, supporting the Clinical Development Center within Asahi Kasei Pharma at both individual and departmental levels. This has enabled management to identify areas for improvement and strengthen confidence in the ongoing tri-continent merger.”

— Brendan, AKP

62.5%

At the end of the trial, 62.5% of users expressed a desire to continue with Panda, and the program continues today.

Pandatron's systemic AI coaching operates in the flow of work, combining personalized guidance with aggregated analytics that reveal organizational patterns invisible to traditional methods. Each conversation deepens individual capability while feeding anonymized insights back to leadership—**no surveys, no delays and a possibility to reduce bias.**

The platform's long-term memory ensures context isn't lost between sessions, while its judgment-free space encourages employees to surface the real issues: structural misalignments, cross-cultural feedback challenges, and career advancement concerns that would never make it into a traditional town hall event.

The strategic value wasn't just in coaching—it was in dual-layer intelligence. While employees gain confidence in cross-cultural communication and reframe concerns into growth opportunities, leadership receives unprecedented visibility into integration risks and psychological safety gaps. Pandatron proves that in complex M&As, such as this, People Insights contribute to visualizing integration risks.

No resistance was observed in the coaching conversations, reinforcing the trust employees placed in the platform and validating the effectiveness of an AI-enabled, psychologically safe space embedded directly into daily work.

