

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

No Surveys, No Delays, Less Biases



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 cannot: a scalable AI coaching platform that simultaneously supported employees through uncertainty while surfacing critical integration issues before they became crises.

The engagement began with a trial to evaluate the feasibility of Pandatron in their specific context. The organization was interested in reducing the cost of human coaches and change consultants, but also in discovering and leveraging hidden value within the integration process.



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 to ensure more meaningful conversations
- Transformed anxiety into actionable plans
- Enabled employees to take accountability for their own transformation journey



“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

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 directly within the flow of work. It combines personalized guidance with aggregated analytics that reveal organizational patterns invisible to traditional methods. Each conversation strengthens individual capability while feeding anonymized insights back to leadership, without relying on surveys or delayed reporting and with reduced bias. The platform's long-term memory preserves context between sessions, while its judgment-free environment encourages employees to surface real issues: structural misalignments, cross-cultural feedback challenges, and career advancement concerns that would never surface in a traditional town hall.

The strategic value extended beyond coaching. It came from dual-layer intelligence. While employees built confidence in cross-cultural communication and reframed concerns into growth opportunities, leadership gained unprecedented visibility into integration risks and psychological safety gaps. Pandatron demonstrates that in complex M&A environments, People Insights help make integration risk visible and actionable.

No resistance was observed within 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.

