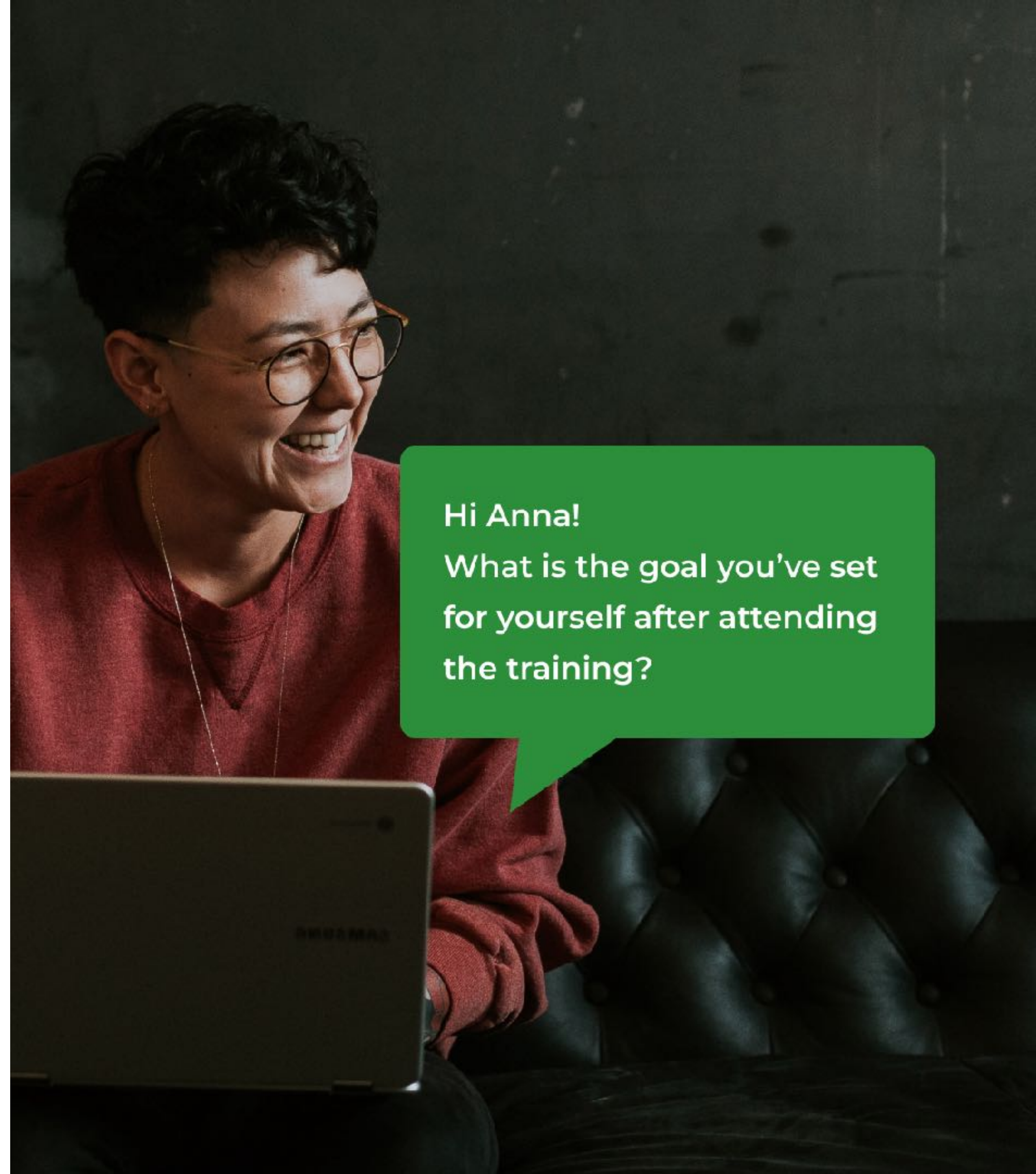




Personal coach for every employee, in their pockets

Our experience in evaluating 50+ training programs shows that most of them don't lead to behavior change and are, frankly, useless without a follow up.



Hi Anna!
What is the goal you've set
for yourself after attending
the training?

We've worked with these companies



futurice

posti



OPETUSHALLITUS
UTBILDNINGSSSTYRELSEN

 Yrittäjät

 Tilaajavastuu

PRO
Agria

BoMentis
COACHING HOUSE

Mercuri Urval



Digital Education Hack Winner in the category 'The Future of Work'

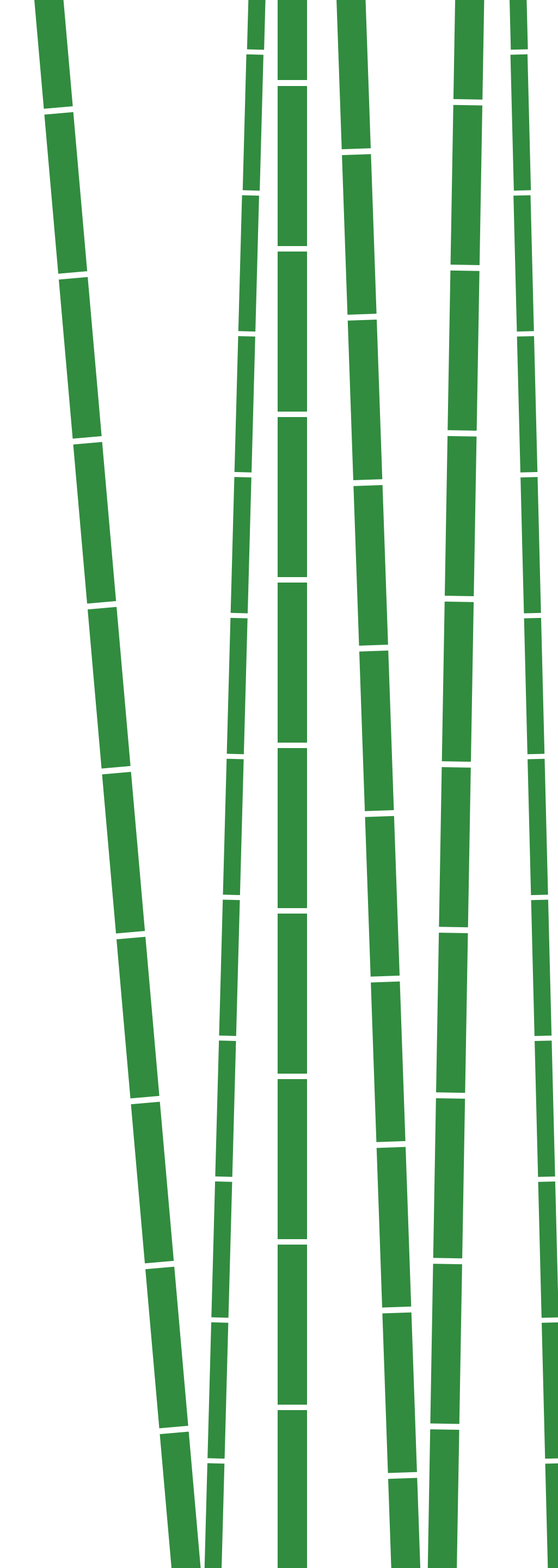


A?
Aalto University



According to research:

**Only 12% of learners apply
the skills from the training
they receive to their job.**



Micro-coaching



Hi Anna! What is the goal you've set for yourself after attending the training?

Hi Lauri! I want to become a good listener and get better at recognizing my teammates' needs.



Great! Let's make this ideal a bit more tangible, shall we? How could you make this goal Specific/Measurable/Attainable/Realistic/Timely?

Okay! Before next Friday, I will practice active listening in 3 client meetings and report my insights here. Also, we are actually going bowling with a couple of teammates on the weekend, maybe I could initiate a discussion with them using some Nonviolent Communication principles?



Sounds great, is there anything you can do now to ensure this will happen?

Actually, I could mark a reminder in my calendar, thanks!



A new approach to corporate learning



Training

Improve the practical application of your training programs



Change management, strategy

Drive strategic and change management initiatives

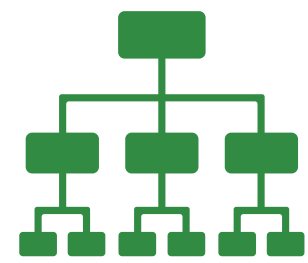


Qualitative Data

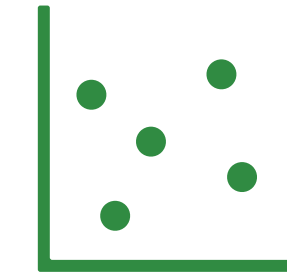
Collect data about progress, team dynamics, skill gaps, and blind spots

What micro-coaching will do:

Organization



Alignment



Qualitative data

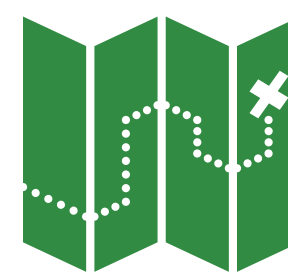
Individual



Goal setting



Reflection



Structure



Support



Commitment

Data collection

We can collect data on:

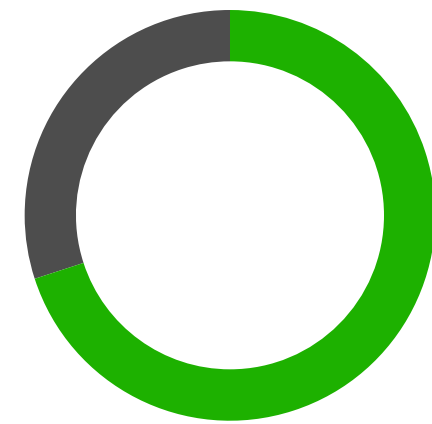
- Results of the change program
- Leadership and team dynamics
- Practices and habits (agility, communication, productivity)
- Resources (time, support, energy)
- Skill gaps
- Blind spots, challenges

Why to collect data through coaching?

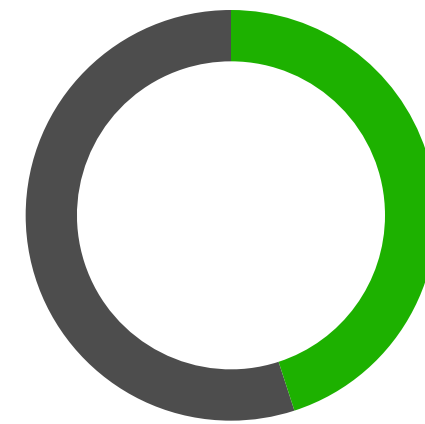
- ✓ Trust developed with the coachee
- ✓ Implications gathered through coaching
- ✓ No internal politics with an external person
- ✓ Frequency of only 1-2 extra questions/week

Data collection examples

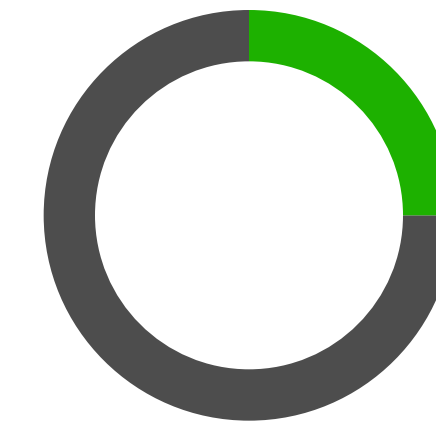
These numbers are made up and serve solely as an example



70% of the participants successfully built change-related habits



45% struggled with work overload & prioritization



25% confessed that they needed a better understanding of AI

2

leaders have been accused of refusing to receive feedback

4

people complained about discriminating behaviour

Case Futurice

futurice
FUTURE CO-CREATED



"Overall people who committed to coaching found it beneficial and gave positive feedback on providing structure in developmental process, clarity on priorities, gentle nudging and motivating by cheering and affirmation. Pilot can be considered successful in validating the method as a good and agile way in learning transfer and application"



Lenita Syrjänen
Senior Advisor Learning & Talent
Development, HR & Culture

SITUATION: Futurice wanted their employees to manage conflicts at the workplace better. They organised a training, Conflict Bootcamp. The challenge was to create an effective follow up and ensure that the lessons get applied in practice, enable behaviour change.

SOLUTION: Panda Training provided a micro-coaching service for Futurice's employees in Finnish and German offices. The main focus was on helping participants to set goals, follow up on them and help them overcome possible obstacles. Our service:

- **Helped people to apply the theory they learned at Bootcamp**
- **Provided a meaningful way to work through hard emotions**
- **Helped to gain self-awareness**

Feedback from the participants

We collect feedback anonymously to encourage honesty

“

"I would rate the service at 9 out of 10. The why is twofold. One is the low threshold compared to "full-blown" coaching. The time investment is small. Compared to the other extreme [like a chatbot], a calendar reminder: the interactivity and the "there's someone on the other end" feeling creates a bit of pressure to take it seriously."

“

"The last session made me realize that this is not that you give me The Solution (tm) but it's about me making small steps of progress."

“

"I would say, it helped me a lot to remind myself about my learnings and having the plan to check the process with someone else."

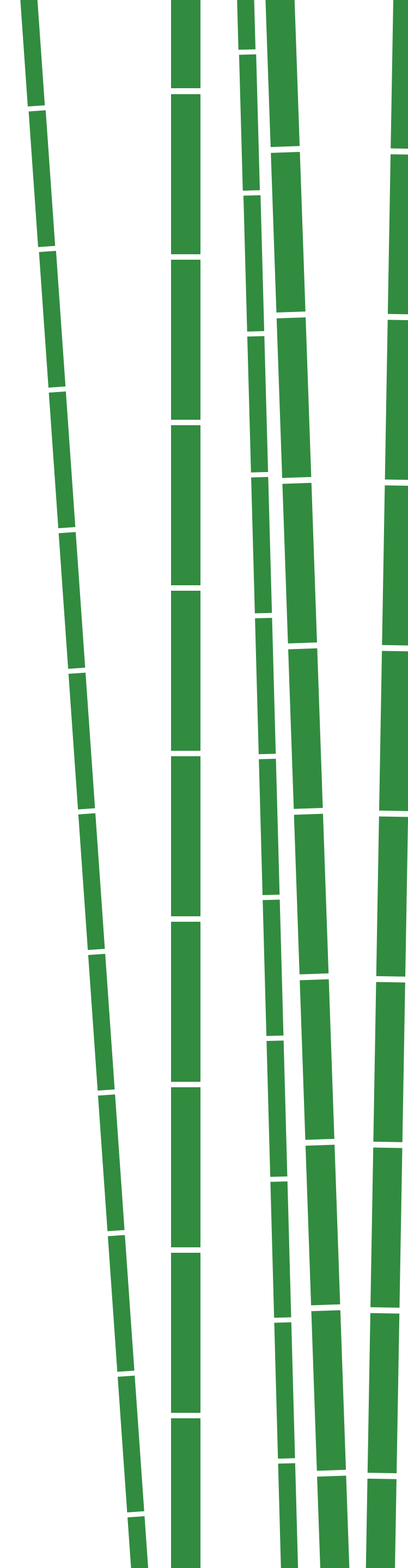
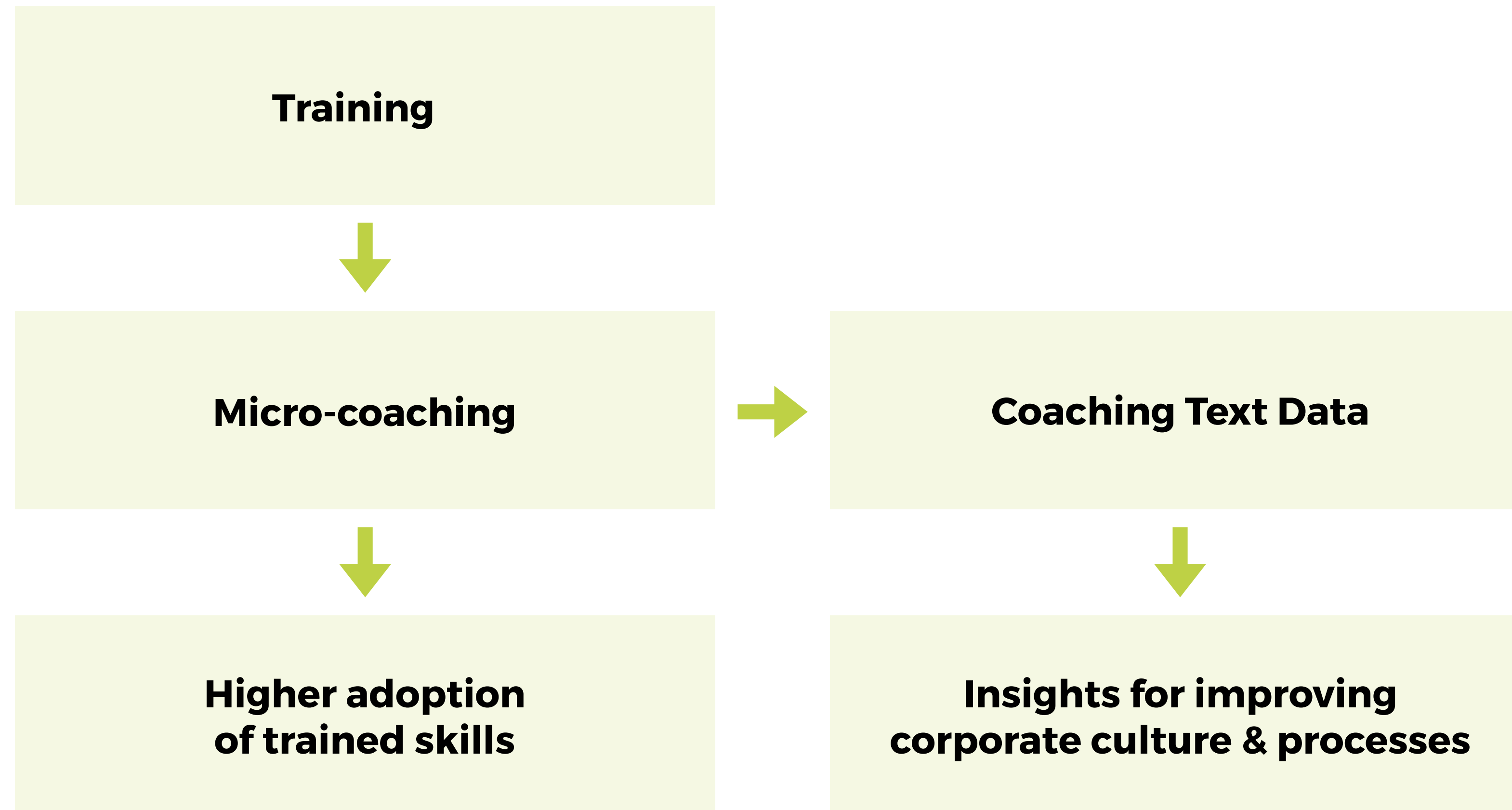
“

"It feels great to have someone cheering you on and helping you clarify how to put theory into practice!"

“

"I really like the way you guide to concrete actions really quickly. Even though the meta information of "you are here to coach me" is really clear, it still feels really smooth."

Process



Features



Only **30 mins** per week
via Teams, Slack or similar
software



Usual program
length: 6+ weeks



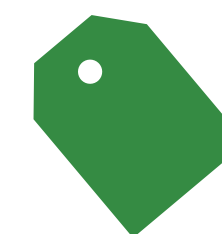
No installations or
integrations, using
existing technology



Panda Training's coach with
International Coaching
Federation background



Reporting on **insights and
qualitative data** acquired via
coaching on agreed schedule



Pilot pricing:
€300/person



Thank you!

If you have questions, call us:

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Andre Juselius
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