



YXT Enables King of Kings to Transform Organizational Experience into Intelligent Productivity with AI

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King of Kings, a renowned Chinese food brand specializing in traditional cured meat products with 86 years of heritage and part of Yuexiu Group, recently partnered with YXT.com Group Holding Limited (NASDAQ: YXT) to integrate AI capabilities into its talent development system, exploring a new path from talent development toward organizational capability building.

For enterprises with long-standing heritage and accumulated experience, business growth can often be achieved through market expansion and product innovation, while organizational capability requires continuous investment and long-term development. How to preserve corporate culture, replicate management experience, develop future leaders, and transform individual expertise into organizational capabilities has become a critical challenge for sustainable growth.

As King of Kings continues to pursue business innovation and market expansion, traditional talent development approaches have faced challenges including limited practical application, unclear development paths, and difficulties in scaling experience transfer. Enterprises need more than training programs, they need an organizational capability system that connects knowledge, talent development, and business execution.

From Leadership Development to Organizational Capability Building

To address management talent development needs, King of Kings and YXT jointly developed a leadership development program centered around value alignment, capability development, and practical application. The program adopts a dual-mentor model to facilitate experience transfer and leadership growth.

Under this model, senior executives serve as growth mentors, helping pass on corporate culture and organizational values, while middle-level managers act as business mentors, providing guidance based on real business scenarios and management practices.

Through this approach, talent development is no longer limited to a standalone training function, but becomes an integrated part of the company's management system. For companies with deep organizational heritage, this helps preserve cultural continuity while transforming valuable management experience into scalable organizational capabilities.

AI Enables Talent Development to Move from “Learning” to “Practice”

Building on experience transfer, YXT integrates AI capabilities throughout the talent development process, leveraging intelligent assessment, AI role-play, intelligent coaching, and capability analysis to help enterprises establish more data-driven and intelligent talent development systems.

At the beginning of the program, participants use scenario-based assessments to better understand their capability profiles. The system analyzes behavioral patterns in real management situations and generates personalized capability insights to support targeted development.

During capability development, AI role-play simulates practical management scenarios, including goal setting, task delegation, and team communication. Managers can repeatedly practice key management behaviors in realistic environments and receive immediate feedback.

Previously, coaching and guidance largely depended on individual mentors' experience. With AI, these processes can be standardized and replicated at scale, while mentors can use system-generated insights to provide more targeted guidance. This creates a collaborative model where AI supports scalable capability development and mentors provide deeper coaching.

Connecting Talent Development with Business Outcomes

The value of talent development is ultimately demonstrated through business application.

During the implementation of the Program, King of Kings integrated development activities into real business scenarios, including new product launches, market research, channel expansion, and sales practice. Participants applied management approaches and business knowledge directly to operational activities.

The program generated multiple frontline research reports, expanded partnerships with 49 stores, contributed to immediate revenue generation, and supported subsequent repeat business opportunities.

These outcomes demonstrate a closer connection between talent development and business execution. Development is no longer limited to classroom learning, but creates a continuous cycle between employee growth and business performance through

practical application.

In the AI Era, Organizational Capability Becomes a New Competitive Advantage

As AI becomes increasingly embedded in enterprise operations, competitive advantage is shifting from simply adopting technology tools toward building intelligent organizations capable of continuously accumulating knowledge, replicating experience, and enhancing capabilities.

As part of its Intelligent Productivity strategy, YXT continues to help enterprises transform organizational experience, management practices, and best practices into continuously evolving knowledge assets, while supporting AI-powered talent development and role-based capability enhancement.

King of Kings' practice demonstrates a new direction for combining AI with talent development: AI is not designed to replace people, but to help organizations preserve knowledge, develop talent, and unlock organizational potential more effectively.

As companies with long-standing heritage begin exploring AI-driven organizational capability building, competition is increasingly moving beyond scale and resources toward knowledge accumulation, experience replication, and intelligent productivity.

About YXT.com

YXT.com (NASDAQ: YXT) is a technology company focusing on enterprise productivity solutions. With a mission to "Empower people and organization development through technology," the Company strives to become the supreme provider in building and boosting enterprise productivity by combining over a decade of experience in tech-enabled talent learning and development and with AI-augmented task copilots and unleashing the power of knowledge and synergy. Since its inception, YXT.com has supported and received recognition from numerous Global and China Fortune 500 companies.