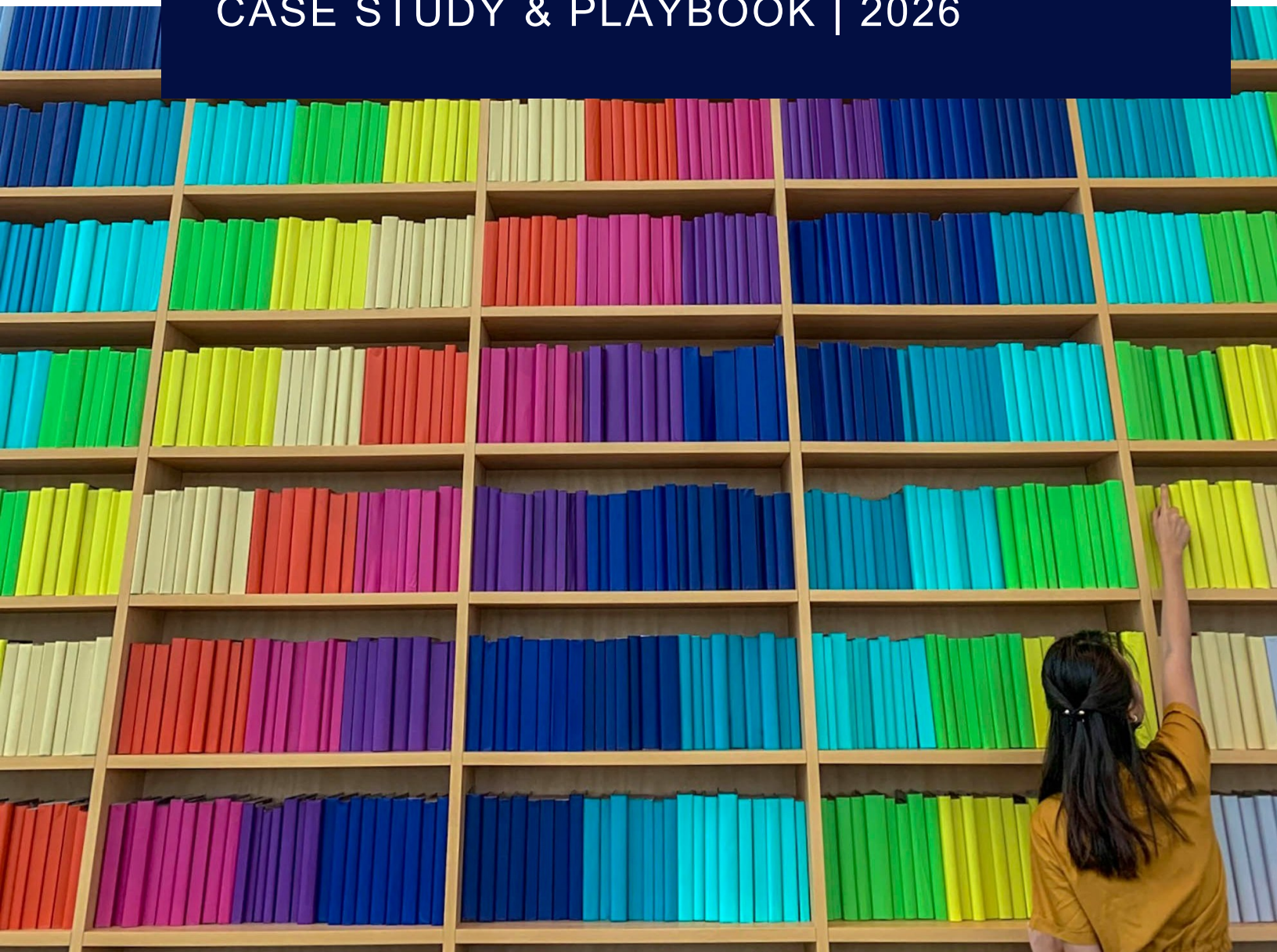
ANDING & COMPANY

Accelerating organizational learning with an AI point-solution

CASE STUDY & PLAYBOOK | 2026



Target Audience

Midsize companies, Corporate HR, Learning & Development Organizations and Professionals

Abstract

Organizational learning is an ongoing, resource-intensive process. Conventional training approaches are typically slowed down by fragmented and insufficient knowledge documentation and limited scalability of the training process. This case study shows how an AI point-solution – OneTutor, implemented by Anding & Company – can substantially reduce effort, improve knowledge access, and increase visibility of learning progress across the organization.

1. Organizational Learning is resource-intensive – AI can significantly help to improve efficiency

Most organizations are in a continuous cycle of workforce training, triggered by software rollouts, process changes, headcount growth, or regulatory updates. Organizational learning is therefore not a one-time initiative but an ongoing effort that demands an efficient system for knowledge sharing and capability building.

Despite significant time and budget investments, conventional learning approaches tend to remain slow, hard to scale, and process-oriented rather than outcome-oriented. Three structural barriers underlie this:

1. **Organizational knowledge is largely implicit:** Critical expertise tends to be tied to individuals and not systematically documented, which prevents scalable, efficient knowledge-sharing.
2. **If available, documentation is often incomplete or outdated:** Even if knowledge is captured, documentation is often partial, outdated, or inconsistent due to lack of clear ownership or robust knowledge management processes.
3. **Knowledge management and retrieval processes are inefficient:** Employees tend to spend a significant amount of time locating or recreating information that already exists elsewhere in the organization.

Properly governed AI systems can help address these problems. When supporting our clients with organizational learning efforts, such as implementation of new processes or tools, Anding & Company often implements OneTutor as a simple and robust point-solution. OneTutor is an AI-powered learning and knowledge verification platform originally designed for German universities but increasingly applied for corporate learning contexts.

AI streamlines the learning process by automating repetitive operational tasks

Using a generalized organizational learning process, we compared the conventional training processes with an AI-supported approach (e.g., using OneTutor) to show where AI can create efficiencies (see Figure 1).

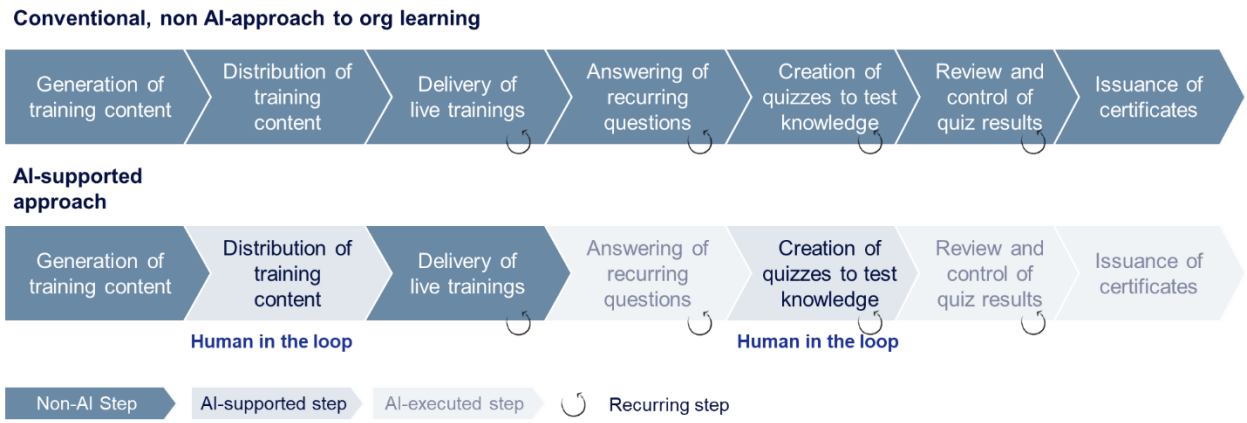


FIGURE 1: CONVENTIONAL VS. AI-SUPPORTED APPROACH TO ORGANIZATIONAL LEARNING

In the conventional approach, content distribution, Q&A, and knowledge verification require significant human coordination and repeated training sessions. In the AI-supported approach, numerous steps are automated, substantially reducing overall effort up to 63% (see Figure 5).

Human oversight remains critical for quality and knowledge ownership

While AI handles repetitive, low-value-adding tasks, we recommend that subject matter experts (SMEs) retain responsibility for content administration, validation, and training delivery to ensure quality and alignment with company standards. Automating routine work allows trainers to focus on higher-impact activities: coordination, engagement, and change management.

OneTutor converts learning materials into a systematic knowledge system

OneTutor provides a simple and robust platform to make internal knowledge accessible without lengthy implementation or compromise on data protection. Figure 2 illustrates the core mechanism:

FIGURE 2: FUNCTIONALITY ONETUTOR PLATFORM

Existing materials such as training manuals, transcripts, and onboarding documents (in PDF, video or audio format) can be uploaded into the system without further adjustment. The platform processes these materials and structures them into a content-specific knowledge base that can be accessed through the AI interface.

OneTutor generates three outputs: a context-specific AI chat, automated quizzes, and learning analytics. Employees receive answers with direct references to source documents; the system generates quizzes with feedback and learning insights reveal progress and knowledge gaps across the organization.

Unlike generic large language models (LLM) that are the backbone of most AI algorithms, OneTutor operates strictly within the organization's curated knowledge base. This means, answers are limited to approved internal content rather than publicly available information, and all content remains internal. Enterprise agreements with zero data retention ensure secure AI use, while Single Sign-On (SSO) enables seamless integration with company systems (for a more detailed illustration of the IT-architecture see Figure 3).

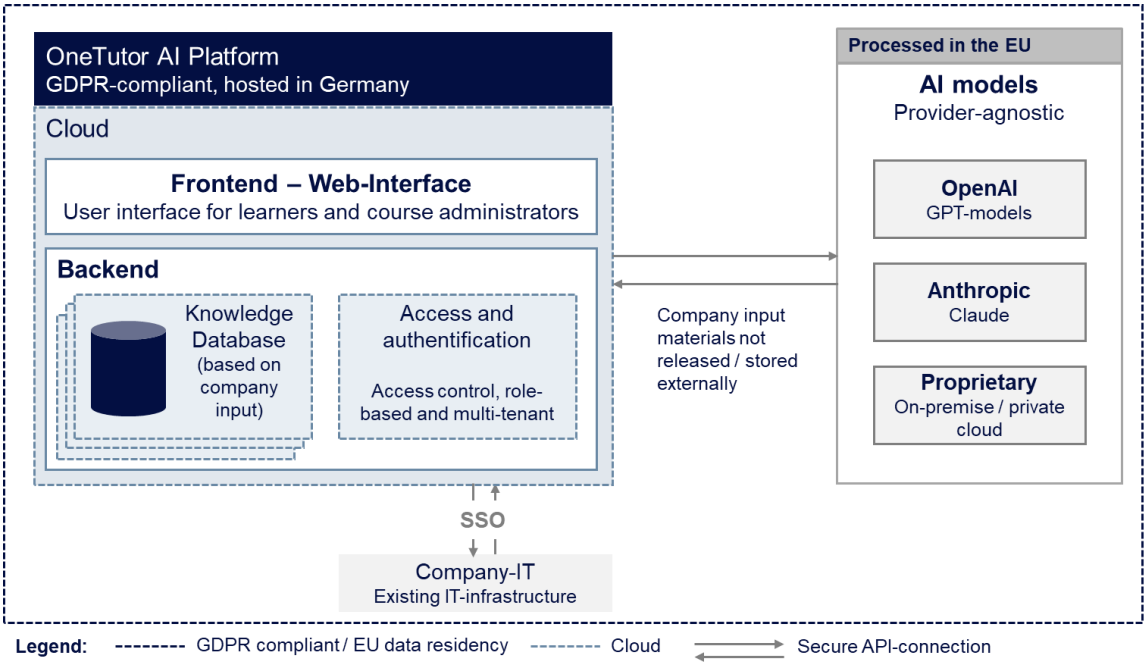


FIGURE 3: HIGH-LEVEL IT ARCHITECTURE BEHIND ONETUTOR

2. Implementing AI-Supported learning with a structured three-phase approach ensures a rapid and robust rollout and org engagement

A key advantage of OneTutor is the speed of deployment. A simple pilot can be set up and tested in a matter of days; larger courses – where the availability of the trainers and SMEs is the bottleneck – can be tested and rolled out in a few weeks.

Below, we share an example of the approach we ran with a mid-sized organization (1500+ employees) that was getting trained on a new IT platform. Employees across several functions had to learn new processes within a few weeks to ensure business continuity. Training materials existed but were difficult to retrieve in real time, leading to repetitive requests to the SMEs.

Such bilateral interactions were hard to track and quantify, limiting the transparency of learning progress. With limited training resources, effective scaling and automated knowledge validation were essential.

Anding & Company took on the role of learning coordinator and administrator. The end-to-end process – from introducing OneTutor to issuing the first certificates – took four weeks and occurred in three steps:

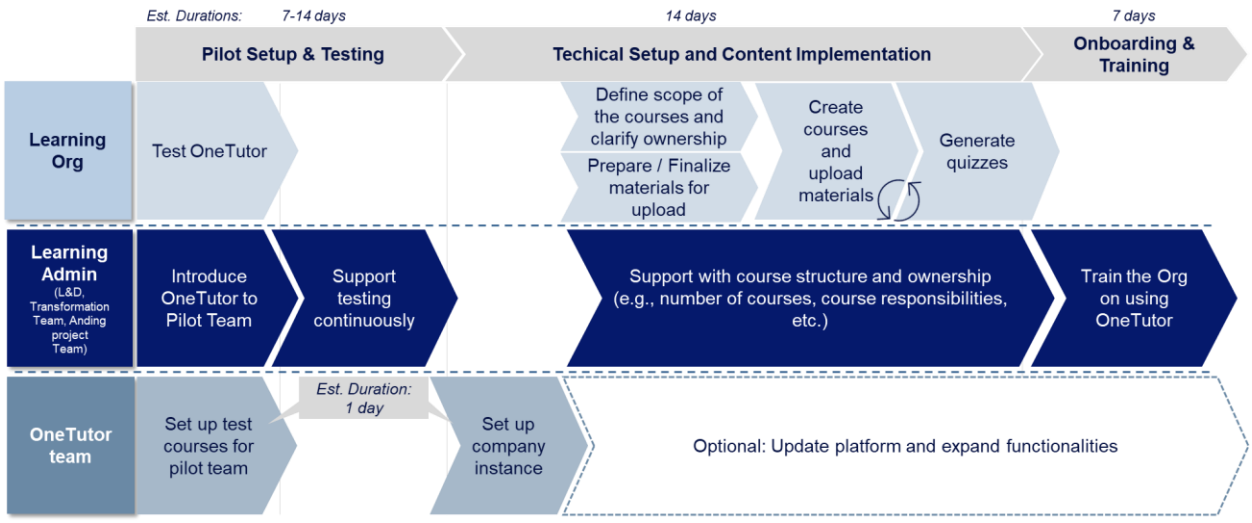


FIGURE 4: LEAN PROJECT APPROACH FOR DEPLOYING ONETUTOR FOR ORGANIZATIONAL TRAINING, WITH ANDING IN THE LEARNING ADMINISTRATOR ROLE

Step 1 – Pilot setup & testing: The organization nominated future course owners (typically SMEs) to test core functionalities. The Anding project team introduced OneTutor and guided the pilot phase, while the OneTutor team configured the pilot environment and ensured technical readiness.

Step 2 – Technical setup and content implementation: The organization defined scope and content ownership, prepared and uploaded materials, and created first courses. Anding supported course structuring and rollout plan. OneTutor established the company-specific domain and finalized the technical setup.

Step 3 – Onboarding & training: The organization (learners and teachers) participated in onboarding and assumed operational responsibility. Anding trained course owners and users to enable independent maintenance and effective use, while OneTutor ensured regular platform updates and provided technical support where needed.

Scalability across teams and subsidiaries depended primarily on organizational readiness, not technical constraints.

3. AI-Supported Learning cuts effort by >60% per learning unit

Our combined approach – Anding & Company as learning coordinator and OneTutor as the AI platform – directly addressed the structural barriers described earlier and delivered measurable results:

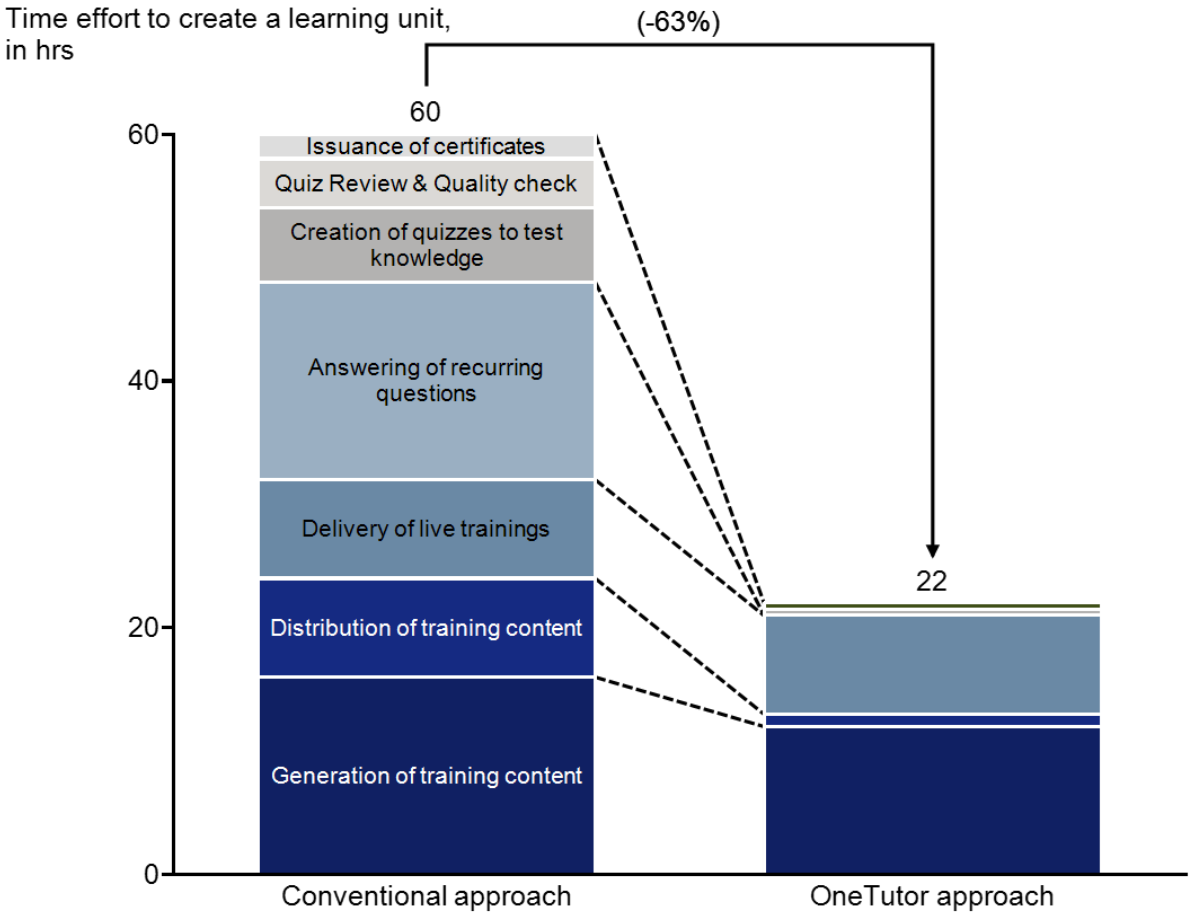


FIGURE 5: AVERAGE TIME EFFORT TO CREATE ONE LEARNING UNIT – CONVENTIONAL VS. ONETUTOR APPROACH

1. **Operational effort of preparing and running learning courses reduced by >60%:** Uploading and organizing materials into OneTutor made previously undocumented expertise accessible at scale. The operational effort to create and deliver one learning unit dropped from approximately 60 hours to 22 hours, driven by automation of content distribution, Q&A handling, quiz generation, and certification management.

2. **Fast and correct knowledge retrieval structured documentation:** The platform setup enforced clear content ownership and up-to-date materials. The organized documentation translated into a sustainable benefit, as employees reported finding needed information within seconds via the chat.

3. **Transparent and measurable learning progress:** Anonymized interaction data highlighted recurring questions, knowledge gaps, and demonstrated competencies, enabling targeted learning interventions and capability planning.

Combining OneTutor as a simple, secure AI point-solution with Anding & Company's human-led learning approach enabled our client to implement a software training program within weeks – reducing training effort, improving execution consistency, and building lasting visibility into capability development.

This case study is a good example for accelerating organizational learning. Organizations that establish this foundation do not just get through their next transformation faster – they build a culture of continuous learning that pays dividends in everyday work.

The approach described reflects the current state of implementation. We work continuously to refine both the process setup and the technical capabilities of the solution. Additional functionalities for OneTutor are already under development, further expanding its role in accelerating organizational learning.

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