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JinkoSolar, a global leader in solar technology, recently entered into a partnership with YXT.com Group Holding Limited (NASDAQ: YXT) to explore new ways of strengthening management and organizational capabilities through AI.

The collaboration focuses on a core challenge faced by large manufacturing enterprises: how to turn the experience of outstanding managers from individual know-how into organizational capabilities that can be captured, replicated, operated and continuously improved.

Manufacturing Enters a New Stage: Management Capability Becomes Growth Infrastructure

In recent years, JinkoSolar has continued to expand globally. As its business grows, the company not only needs to maintain its strength in technological innovation, but also needs a management system that can support global operations.

In manufacturing, many managers come from technical backgrounds. They often bring deep professional expertise, but once they move into management roles, they also need to take on responsibilities such as team management, cross-functional collaboration, goal execution and talent development. If this transition relies mainly on personal trial and error, the development cycle can be long and organizational efficiency may be affected.

As a result, helping management experience be systematically captured, replicated and passed on at scale has become an important priority for manufacturing leaders seeking to strengthen organizational capabilities.

AI Is Not Just a Training Tool, but an Amplifier of Organizational Experience

This project is built around real management scenarios, focusing on common challenges faced by newly appointed managers, including conflict resolution, task delegation, performance feedback and team communication. Through YXT's AI scenario-based role-play system, real management problems are digitized and turned into practical training scenarios. Managers can practice repeatedly with AI in an environment close to real work and receive immediate feedback.

In this process, AI acts as a "digital coach." The system can record and analyze learners' communication, questioning, feedback and decision-making behaviors, and provide targeted suggestions for improvement.

During the project, participants completed nearly 1,000 AI scenario-based exercises, and the average score for core management scenarios such as conflict resolution was close to 89. This high-frequency, low-cost and repeatable training model enables management capability development to happen more continuously.

Turning Management Experience Into Enterprise Knowledge Assets

In the JinkoSolar project, the practical experience, typical cases, behavioral standards and capability requirements of strong managers began to be systematically captured. These materials are no longer just static documents; they are gradually becoming enterprise knowledge assets that can be continuously accumulated and reused.

The project also introduced AI interview-based assessment capabilities to analyze key management skills such as planning, team motivation and cross-functional collaboration. This helps build management capability profiles and provides data support for talent development and leadership pipeline building.

Project data showed a learning completion rate of 93.35%, a learner satisfaction score of 9.42, and more than 80% of participants willing to recommend the program.

From Talent Development to Intelligent Productivity

YXT views management capability development as an important part of enterprise intelligent productivity. In the past, enterprise learning platforms mainly focused on course management and training operations. In the AI era, enterprises increasingly need systems that can continuously generate knowledge, capture experience, develop capabilities and support business execution.

Based on this view, YXT is advancing its intelligent productivity strategy through its new TalenNova system, intelligent knowledge bases, AI-powered course creation, AI role-play and sales intelligence capabilities. These products help enterprises capture knowledge, put it into use and ultimately turn it into organizational capability.

Going forward, YXT will continue to help more large enterprises use AI to capture management experience, improve talent development efficiency and build intelligent productivity systems for the AI era.

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.