

Hone | eShipping®

Driving Skill-Building at Scale with Hone AI

YEAR FOUNDED

2004

HEADQUARTERS

Parkville, MO

NUMBER OF EMPLOYEES

500

HONE PROGRAM

Membership



The Company

By partnering with Hone, eShipping was able to:

Equip employees with essential leadership and workplace skills, without adding pressure to busy schedules.

Spark company-wide upskilling through a one-week challenge.

Deliver always-on, personalized people development through Hone AI, giving employees 24/7 access to interactive, AI-powered lessons, roleplays, and coaching that fit easily into the workday.

eShipping is a growing logistics and transportation services provider focused on operational excellence and employee development. With teams spread across the United States, skills like communication, prioritization, and collaboration are necessary to support daily operations.

4.7 / 5

Average class rating



The Challenge

Heading into 2026, eShipping's Human Resources (HR) team was seeking a scalable solution to help their employees build the skills they needed to perform at their best, such as:

- Prioritizing and managing time effectively
- Setting clear and achievable goals
- Communicating ideas and expectations with clarity
- Collaborating and influencing across teams

But building those skills consistently across a distributed workforce, without pulling people away from their work? That was a challenge.

For over two years, eShipping partnered with Hone to upskill their team through live, expert-led people development. But the start of a new year and the introduction of [Hone AI](#) opened the door to an even more scalable approach. In addition to live learning, their team could now access always-on, highly personalized development that fits easily into even the busiest workday.



The Solution

To help influence employees to build leadership and workplace skills at scale, eShipping launched a one-week Hone Learning Challenge.

The challenge invited employees to take part in any Hone live, expert-led class or Hone AI experience — including AI-powered lessons, roleplays, and coaching — on their own terms, during a single week.

The HR team curated a shortlist of recommended Hone AI lessons and roleplays tied directly to the essential skills for employees to build, like goal setting, collaboration, time management, and influence.

The Solution (continued)

With Hone AI's interactive, voice-first experiences, employees could work through a real workplace challenge (like how to prioritize a packed week, frame a goal, or approach a tough conversation) in just a few minutes, whenever it fit into their day.

Instead of theoretical lessons, every experience was grounded in the employee's unique situation, making it immediately useful. One employee shared:

“Interacting with AI was great! I like talking through different ways to prioritize things and it's always good to hear other things to do.”



The Results

The one-week challenge drove meaningful engagement across eShipping's workforce:

The HR team **rolled the challenge out across the organization in less than an hour**

Employees completed over 100 total learning experiences as part of the challenge, with the majority being Hone AI experiences

Employees used the time to build the skills that mattered most to them, like goal setting and planning:

“**Great brainstorming session. I really like how it made me think through what my goal was and utilize the SMART method to make it achievable.**”

Others focused on influence, learning how to work more effectively across teams:

“**It was good to see the different influence approaches and think through how I could apply them.**”

For many, it was a welcome reset in the middle of the workday:

“**Very helpful and great reminders for time management.**”

Through short, interactive AI-powered experiences, employees were able to pause, reflect on real challenges, and walk away with practical skills they could apply immediately.

Hone

ABOUT HONE

Hone's people development platform blends AI-powered and live, expert-led learning to drive measurable upskilling. With the largest content library of its kind, covering use cases like manager training, leadership acceleration, and AI transformation, HR and learning leaders can scale highly engaging experiences for any audience. Our AI-driven platform and human-led classes personalize every session, track behavior change in real time, and showcase real ROI.

Want to learn more? [We'd love to chat.](#)

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