

PANTHY, KOVID

# Kovid Panthy

## LEADERSHIP DIAGNOSTICS & BEHAVIORAL ANALYSIS

Leadership diagnostics and behavioral analysis for 4- and 5-star hospitality, and for the corporate sector broadly.

He taught himself to code at 11 and was an IBM Champion by 15. He now measures how leaders actually behave, and builds the instruments that do the measuring.



KATHMANDU, NEPAL

### BORN

12 December 2003

### BASED

Kathmandu, Nepal

### PRACTICE

Leadership diagnostics &amp; behavioral analysis

### SECTOR

Hospitality-led, corporate-wide

### ROLE

Co-founder, Impact Yes

### MEMBER

American Psychological Association

### MEMBER

International Luxury Hotel  
Association · Lifetime Associate

### MEMBER

Association for Computing  
Machinery · Professional Member,  
2026

### OFFICE

President-elect, Rotary Club of  
Kathmandu Circle

**Kovid Panthy** (born 12 December 2003) is a Nepali leadership and behavioral analyst based in Kathmandu. His practice is leadership diagnostics: assessing how leaders and teams actually behave, then building development around what the assessment finds. The focus is 4- and 5-star hospitality, though the work applies to any corporate client. Clients include Ramada Encore Kathmandu, Marriott Kathmandu, and Hotel Yak & Yeti. At Ramada Encore, a 3-day, 18-hour programme took 35 participants through individualized action planning<sup>4, 17, 18</sup>. He co-founded Impact Yes with Kim Baaden in 2021<sup>19, 20</sup> and built the instruments the practice runs on: Pactomics, a behavioral-assessment framework grounded in established neuroscience and psychology research; GALA, the assessment clients sit; and Vector9, the leadership framework GALA measures against. He is a member of the American Psychological Association<sup>24</sup>, a Lifetime Associate of the International Luxury Hotel Association, and since 2026 a Professional Member of the Association for Computing Machinery<sup>23</sup>.

He came to the field through technology. He taught himself to code at around 11, and by 14 was being written about as a coder in his own right<sup>9, 7</sup>. A self-published book followed while he was in class 10<sup>11</sup>, then a web-development company at 15<sup>12</sup>, and an IBM Champion title in 2019<sup>2, 6</sup>. He has served the Rotary Club of Kathmandu Circle since 2022 and is its President-elect for 2026–27. Away from the work he rides horses, travels, swims, plays golf, and solves the Rubik’s Cube.



Learning to code, around 11.



IBM Champion, 2019.



With Kim Baaden, co-founder of Impact Yes.



Rotary Club of Kathmandu Circle, as Secretary.

|           |                         |                                                                                                                                  |
|-----------|-------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| 2015–2018 | Teaching himself        | Self-taught from around 11, and publishing what he learned before he had finished school.                                        |
| 2015      | Began programming       | HTML, CSS and JavaScript, then Python, at around 11. The first profile of him as a coder came 3 years later, at 14. <sup>9</sup> |
| 2018      | Glocal 20under20        | Named in Glocal’s 20under20 cohort at 14, listed as a coder. <sup>7, 10</sup>                                                    |
| 2018–2019 | Python Programming Hero | Self-published an introduction to Python, written in 2 months while in class 10. <sup>11</sup>                                   |

|              |                                                               |                                                                                                                                                                                                                               |
|--------------|---------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2019–2020    | <b>Building</b>                                               | A company, an international conference, and recognition from IBM, all at 15.                                                                                                                                                  |
| 2019         | <b>Techsamaj Web Pvt. Ltd.</b>                                | A web-development and digital-services company, founded at 15. <sup>12, 13</sup>                                                                                                                                              |
| 2019         | <b>International (Internal) YET Conference</b>                | Convened it in Kathmandu on 1 June 2019, leading a team of 35 adults, at 15. Announced under both names — International in the call for participation, Internal in the event listing and on the banner. <sup>14, 15, 11</sup> |
| 2019         | <b>IBM Champion</b>                                           | Recognized in the Cloud category for work with Watson machine-learning tools. Reported as Nepal's first. <sup>1, 2, 6, 11</sup>                                                                                               |
| 2019–2023    | <b>Teaching and speaking</b>                                  | Marketing educator, speaking on entrepreneurship, including WordCamp Bharatpur. <sup>16</sup>                                                                                                                                 |
| 2020         | <b>Marketing consultant</b> <small>SELF-REPORTED</small>      | Advised small-business owners across the US, Europe, and the Middle East, and guided MBA students.                                                                                                                            |
| 2021–present | <b>The practice</b>                                           | From building software to measuring how leaders behave, and to the service that surrounds it.                                                                                                                                 |
| 2021–present | <b>Impact Yes</b> <small>RUNNING</small>                      | Co-founded with Kim Baaden. Builds the Pactomics framework, and the GALA leadership coach, which is based on the Vector9 framework. <sup>4, 17, 18, 19, 20</sup>                                                              |
| 2022–2027    | <b>Rotary Club of Kathmandu Circle</b> <small>RUNNING</small> | Founding member; chartered 7 June 2024, District 3292. Foundation Chair, Secretary, President-Nominee, and President-elect for 2026–27. <sup>21, 22</sup>                                                                     |

|    |                       |                                                                                                                   |
|----|-----------------------|-------------------------------------------------------------------------------------------------------------------|
| 03 | <b>What he builds</b> | A company, a behavioral-assessment concept, a leadership assessment, and the framework the work is scoped within. |
|----|-----------------------|-------------------------------------------------------------------------------------------------------------------|

All of it sits under **Impact Yes, LLC**. Registered in Delaware, United States. Co-founded with Kim Baaden.

|                 |                                              |
|-----------------|----------------------------------------------|
| Impact Yes, LLC | the company · Delaware, US · with Kim Baaden |
| └─ Pactomics™   | Behavioral assessment                        |
| └─ GALA         | Leadership assessment                        |
| └─┬─ Vector9    | the leadership framework GALA is built on    |
| └─ LEM          | Pillars of impact                            |

**Pactomics™**

BEHAVIORAL ASSESSMENT

A behavioral-assessment concept grounded in established neuroscience and psychology research. It stands on its own rather than sitting under the others.

Grounded in established research. Independent validation is an active, in-progress phase of the work.

**GALA**

LEADERSHIP ASSESSMENT

Gap Analysis for Leadership Alignment. An AI leadership coach, and the leadership assessment clients actually sit. It is built on the Vector9 framework.

In deployment with hospitality and corporate partners.

**Vector9**

LEADERSHIP FRAMEWORK · INSIDE GALA

A leadership framework built in-house. Not an assessment and not a separate product: it is the framework GALA is based on and measures against.

In use within GALA.

**LEM**

PILLARS OF IMPACT

Leadership, Entrepreneurship, Marketing. The 3 pillars the practice works across, and the framework most engagements are scoped within.

Applied across engagements.

*“closer to astrology than science”*

His verdict on the leadership-assessment industry as he found it — the personality quizzes and colour-coded typologies sold to companies, not the instruments above. Pactomics, GALA and Vector9 are the attempt at an alternative.

04 The work

Confirmed partners, and the one engagement with figures behind it.

|                         |                                                                              |
|-------------------------|------------------------------------------------------------------------------|
| Ramada Encore Kathmandu | Leadership-development program. Detail below. <sup>4, 18, 17</sup>           |
| Marriott Kathmandu      | Luxury hotel growth seminar on influence and persuasion, 2021. <sup>33</sup> |
| Hotel Yak & Yeti        | Luxury hotel staff-training seminar, August 2024. <sup>5, 32</sup>           |
| TEDx Durbarmarg         | Speaker, 2021, artificial intelligence for retail chains. <sup>8</sup>       |
| Hult Prize              | Campus round at St. Xavier’s College, 2023. <sup>28</sup>                    |

**Ramada Encore Kathmandu**

BRINGING BEHAVIORAL MEASUREMENT INTO HOSPITALITY LEADERSHIP.

35

PARTICIPANTS

3 days

DURATION

18 hrs

TRAINING

Output: Individualized action planning. <sup>4, 17, 18</sup>



The Ramada Encore Kathmandu leadership-development programme.

## 05 Speaking & media

16 appearances on the record.

Schulering HUB · “How to Cut Staff Turnover in Half”

INTERNATIONAL

BROADCAST · AUGUST 2025

Hotel leadership training, for a Czech hospitality audience. <sup>3</sup>

Reel by Manuel, chess coach

INTERNATIONAL

FEATURE · SEPTEMBER 2023

A short feature on the work from Spain, from outside the field. <sup>31</sup>

International (Internal) YET Conference

INTERNATIONAL

ORGANIZING · 2019

Kathmandu, with Nepali government figures and organizations from several countries taking part. <sup>14, 15, 11</sup>

University of Nepal · “Know Your Color”

NEPAL

SPEAKING · 2026

A session on the closing day of the university’s Student Immersion Program, delivered with Kim Baaden. <sup>36</sup>

Bizmandu · Nepali hospitality standards

NEPAL

BROADCAST · 2024

Interviewed with Kim Baaden on raising standards in Nepali hospitality. <sup>40, 20</sup>

BizTalk, Uniglobe College

NEPAL

SPEAKING · 2024

Guest of the college’s Entrepreneurship Cell. <sup>26, 27</sup>

Hult Prize at St. Xavier’s College

NEPAL

SPEAKING · 2023

The campus round of the Hult Prize programme. <sup>28, 29</sup>

SparkDiary, EP-4

NEPAL

PODCAST · MAY 2023

On founding Techsamaj and Impact Yes. <sup>12</sup>

National Youth Conference

NEPAL

SPEAKING · 2022

Convened by the Nepal Youth Council. <sup>25</sup>

ICT Samachar · “Two companies at 18”

NEPAL

BROADCAST · 2022

Video interview on running 2 companies while still a teenager. <sup>39</sup>

Open Mic · Kasthamandap Television

NEPAL

BROADCAST · 2020

On the route from early failures to founding a company. <sup>38</sup>

|                                                   |       |                        |                                                                                                                                |
|---------------------------------------------------|-------|------------------------|--------------------------------------------------------------------------------------------------------------------------------|
| WordCamp Bharatpur                                | NEPAL | SPEAKING · 2019        | Speaker on entrepreneurship and technology. <sup>16</sup>                                                                      |
| Being Champions · Makalu Television               | NEPAL | BROADCAST · 2019       | Interviewed as a young coder. <sup>37</sup>                                                                                    |
| News24 · “Story of a Young Entrepreneur of Nepal” | NEPAL | BROADCAST · MARCH 2024 | On building a company as a teenager. <sup>13</sup>                                                                             |
| Smart Media                                       | NEPAL | BROADCAST · MARCH 2022 | Interview on building a company from Nepal. <sup>30</sup>                                                                      |
| TEDx Durbarmarg                                   | NEPAL | SPEAKING · 2021        | On applying artificial intelligence to supermarket and retail chains. Filmed at the Aloft Hotel with 12 speakers. <sup>8</sup> |

Topics

Subjects he takes on. These are the talks he can give, not a list of ones already delivered.

|                                                                   |                                                                    |
|-------------------------------------------------------------------|--------------------------------------------------------------------|
| What behavioral assessment can and cannot tell you about a leader | Measuring leadership in hospitality, where service is the product  |
| Building assessment instruments instead of buying them            | Why most leadership assessment is closer to astrology than science |

06 Honors & affiliations

RECOGNITION

|                                                    |      |
|----------------------------------------------------|------|
| IBM Champion                                       | 2019 |
| Cloud · Watson machine learning <sup>1, 2, 6</sup> |      |
| Glocal 20under20                                   | 2018 |
| Named in the cohort at 14 <sup>7</sup>             |      |
| Speaker, WordCamp Bharatpur                        | 2019 |
| Entrepreneurship and technology <sup>16</sup>      |      |

MEMBERSHIP

|                                        |                                   |
|----------------------------------------|-----------------------------------|
| American Psychological Association     | Member <sup>24</sup>              |
| International Luxury Hotel Association | Lifetime Associate                |
| Association for Computing Machinery    | Professional Member <sup>23</sup> |
|                                        | 2026                              |

07 Giving back

Service work, and the part of the record that is not about clients.

Rotary Club of Kathmandu Circle

FOUNDING MEMBER · 2022–PRESENT

A charter member of the club, which was chartered on 7 June 2024 in District 3292. He has served as Foundation Chair and Secretary, and is President-Nominee and President-elect for 2026–27.<sup>21, 22</sup>





Relief and community work, photographed on site.

## Away from the work

Scuba diving. Open water.

Horse riding. On the trail.

Golf. Plays the long game.

Sport shooting. At the range.

## 08 Sources

43 references. The numbers in this document point here.

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[https://web.archive.org/web/20191231073456/https://www.ibm.com/developerworks/community/blogs/ibmchampion/entry/2019\\_IBM\\_Champions?lang=en](https://web.archive.org/web/20191231073456/https://www.ibm.com/developerworks/community/blogs/ibmchampion/entry/2019_IBM_Champions?lang=en)

**2 Credly — The IBM Champion badge, verifiable at the issuer.**  
<https://www.credly.com/badges/e3ef06dd-f929-48d9-ad67-7279f8a47783>

**3 Schulering HUB · Hospitality · August 2025** — Czech hospitality channel. “Hotel Leadership Training: How to Cut Staff Turnover in Half.” The clearest record of the work reaching an audience outside Nepal.  
<https://www.youtube.com/watch?v=iuwDX2Yi6H4>

**4 The Kathmandu Post · April 2025** — Coverage of the Impact Yes and Ramada Encore partnership.  
<https://kathmandupost.com/money/2025/04/29/ramada-encore-impact-yes-forge-partnership-to-promote-nepal-s-hospitality-sector>

**5 Hotel Yak & Yeti · August 2024** — The hotel’s own post on the staff-training engagement. Client-side, so independent of Impact Yes.  
[https://www.linkedin.com/posts/hotel-yak-%26-yeti\\_stafftraining-yakandyeti-hospitalityindustry-activity-7232646502773313538-oSUK](https://www.linkedin.com/posts/hotel-yak-%26-yeti_stafftraining-yakandyeti-hospitalityindustry-activity-7232646502773313538-oSUK)

**6 Dominopoint · 2019 · in Italian** — Independent listing of the 2019 IBM Champions cohort, naming Kovid Raj Panthy.  
[https://www.dominopoint.it/dominopoint/dominopoint\\_blog.nsf/dx/ibm-champions-2019-ufficialmente-annunciati](https://www.dominopoint.it/dominopoint/dominopoint_blog.nsf/dx/ibm-champions-2019-ufficialmente-annunciati)

**7 Glocal Teen Hero** — The organizer’s own record of the 2018 cohort, listing Kovid Raj Panthy by name and photo.  
<https://glocalteenhero.com/20under20-2018/>

**8 Nepal News · Archived December 2021** — The original report on TEDx Durbar Marg completing its filming at the Aloft Hotel, with 12 speakers on topics ranging “from marketing to AI to social work”, captured by the Internet Archive. It names Kovid among the speakers. The live version at [english.nepalnews.com](https://www.nepalnews.com) has since been rewritten and carries his name only in its tag list.  
<https://web.archive.org/web/20211230114427/https://www.nepalnews.com/s/entertainment-and-lifestyle/tedx-durbarmarg-completes-its-ted-talks-filming>

**9 View Your Choice · August 2018** — Early independent profile, written when he was 14 — 3 years after he started coding.  
<https://viewyourchoice.blogspot.com/2018/08/kovid-raj-panthy-fanatical-coder.html>

**10 ShareSansar** — Announcement of the cohort. Context only, it does not name Kovid individually.  
<https://www.sharesansar.com/newsdetail/globals-20-under-20-announced-20-teens-with-exemplary-contributions-to-be-felicitated>

**11 ICT Samachar · April 2021 · in Nepali** — Profile interview at 17, headlined “Nepal’s first IBM Champion”. Covers the book, the YET Conference, and Techsamaj.  
<https://ictsamachar.com/news/4833/>

**12 SparkDiary Podcast, EP-4 · May 2023** — “Conversation with Kovid Panthy | Founder of TechSamaj, Impact Yes.”  
<https://shows.acast.com/sparkdiary/episodes/conversation-with-kovid-panthy-founder-of-techsamaj-impact-y>

**13 News24 · March 2024** — “Story of a Young Entrepreneur of Nepal”, television interview.  
<https://www.youtube.com/watch?v=Cx5nguogUGM>

**14 View Your Choice · IYETC 2019 · April 2019** — Call for participation, 2019. Evidence the event was real and publicly promoted; it does not name Kovid individually.  
<https://viewyourchoice.blogspot.com/2019/04/call-for-participation-on-iyet-c-2019.html>

**15 Events in Nepal** · June 2019 — Listing for 1 June 2019, Kathmandu, posted by Techsamaj. Corroborates date and organizer; it does not name Kovid individually.  
<https://www.eventsinnepal.com/event/internal-yet-conference>

**16 WordCamp Bharatpur** · 2019 — Speaker profile for the 2019 edition.  
<https://bharatpur.wordcamp.org/2019/speaker/kovid-panthy/>

**17 The Tourism Times** — Ramada Encore Kathmandu adopts a data-driven leadership model.  
<https://thetourismtimes.com/news/travel-leisure/ramada-encore-kathmandu-adopts-data-driven-leadership-development-model>

**18 B360 Nepal** — Ramada Encore signs an MoU with Impact Yes for leadership training.  
<https://www.b360nepal.com/detail/25038/ramada-encore-signs-mou-with-impact-yes-for-leadership-training>

**19 Gau Nagar** — Interview with Impact Yes co-founder Kim Baaden, naming Kovid as co-founder and lead trainer.  
<https://gaunagar.com/news/10985/>

**20 Bizmandu** · March 2024 · in Nepali — Interview with Kim Baaden on raising standards in Nepali hospitality, naming Kovid as his partner.  
<https://bizmandu.com/content/20240306061145.html>

**21 Rotary International District 3292 · Kathmandu Circle board** — The district's own register of the club's board. A level above the club, so it is the district asserting the offices rather than the club asserting them about itself.  
<https://rotarydistrict3292.org.np/club/kathmandu-circle/board>

**22 Rotary Club of Kathmandu Circle** — The club's own site, the source for chartering on 7 June 2024, District 3292.  
<https://rckathmanducircle.org.np/>

**23 Association for Computing Machinery** — ACM member card, listing him as a Professional Member.  
<https://member.acm.org/~kovidpanthy>

**24 American Psychological Association** — Membership certificate from the APA's own system. The association publishes no searchable directory.  
<https://join.apa.org/apacertificate?id=745932188ff8782b1ed559be58a227986352460435611b5fece9b4f6bb957347af529faf3c620ce9b9a9b4e32018cd2b&share=no>

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<https://www.youtube.com/watch?v=y1PspstFopE>

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<https://www.youtube.com/watch?v=tp7sO65vBW0>

**34 Chrysalis Web3 · Twitter Space** · June 2023 — Announcement of a Twitter Space he was invited to speak at. Recorded here for completeness; nothing on the page rests on it. X requires a login to view.  
[https://x.com/Chrysalis\\_Web3/status/1671107092717903873](https://x.com/Chrysalis_Web3/status/1671107092717903873)

**35 Blockchain 3000 · Twitter Space** · May 2023 — Announcement of a Twitter Space he was invited to speak at. Recorded here for completeness; nothing on the page rests on it. X requires a login to view.  
[https://x.com/Blockchain\\_3000/status/1655923094194618368](https://x.com/Blockchain_3000/status/1655923094194618368)

**36 University of Nepal** · 2026 — The university's own account of the closing day of its Student Immersion Program 2026, hosting Kim Baaden and Kovid Panthy for a session it titled “Know Your Color.”  
<https://www.facebook.com/share/p/1673UFaysbT/>

**37 Makalu Television · Being Champions** · 2019 — Interview on the Being Champions programme, as a young coder. The broadcaster is credited on screen; the upload sits on a personal channel.  
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**38 Open Mic · Kasthamandap Television** · 2020 — “From Failure to Success: How a Kid Became Young Entrepreneur of Nepal.” The Open Mic interview, posted to his own channel, so first-party for the recording though the programme is not.  
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<https://www.nayasadak.com/details/53025>



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