The Zen Performer®: A New Approach in Deep Coaching

Patrice Robert Nko'o
patnkoo@stanford.edu , patricenkoo@gmail.com
[1]Computer Science Department, Stanford University

Stanford
Science Department

Overview

Deep Coaching, a Reinforcement Learning Model, called The Zen Performer®, will be used to explore the possibility to reduce the stress generated within an organization because of the lack of leadership.

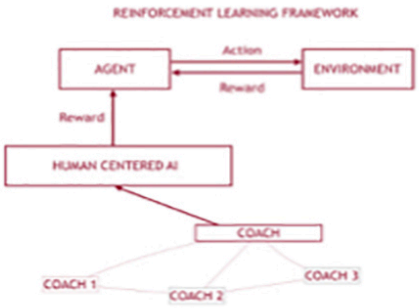
Problem

Connecting Human with an RL Model to accelerate the learning process of an agent:

- Modeling RL for the Zen Performer Features
- Modeling a Human Network in the context of parallel coaching
- Connecting two different models

Question: By connecting different models can we gain in term of efficiency (speed learning) ?

Framework



Training

Our agents are trained to maximize their rewards. The Deep Coaching Algorithm used a value iteration from the 1957 bellman equation:

$$V_{opt}^{(t)}(s) \leftarrow \max_{a \in Actions(s)} \underbrace{\sum_{s'} T(s,a,s')[\text{Reward}(s,a,s') + \gamma V_{opt}^{(t-1)}(s')]}_{Q_{opt}^{(t-1)}(s,a)}$$

Transition Graph for The Zen Performer

Sending Motivational Email Image (Green)
Sending Relaxation Email Image (Red)

Results

RL results without integrating the HCAI Network Data.

Policy Evaluation After 10 Iterations

State	V(s)	Pi(s)
1	101.25	Send Relaxing Image
2	96.56	Send Motivating Image
3	89.80	Send Relaxing Image
4	83.85	Send Motivating Image
5	72.03	Send Relaxing Image
6	64.22	Send Motivating Image
7	44.98	Send Relaxing Image
8	35.58	Send Motivating Image
9	10	Send Relaxing Image
10	0	None
318.06	598.27	**53.16%**

Comparative Models

The Zen Performer® Deep Coaching has been compared to Deep Coach, D-COACH, COACH, Advise and CoachAI

Models	Max Score / Rewards	Iterations / Time
Advise	500	300 episodes
COACH	200	10 episodes
D-Coach	500	10 minutes
Zen Performer	598* scale up by 1,5 with HCA to a reward of 897*	10 iterations

Future work

Integration of more features within the model to accelerate the speed of learning.

Discussion

- Which type of AI Coach Platform can improve diversity ?
- How to better assess the societal impact of AI Coaching Platforms ?

References and Acknowledgement

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