



# Building High-Performing Teams with AI-Enhanced Talent Management

Rethinking how teams grow, lead, and scale—through AI

Alireza Boloorchhi

CEO and Founder

Catch Up AI

[www.thecatchup.ai](http://www.thecatchup.ai)



Think of the best manager you've ever had.  
What resulted in that experience?



# Why Traditional Leadership Hits a Ceiling



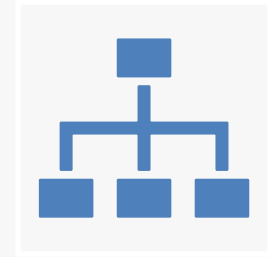
## Intuition-Driven Decisions

20% higher retention when companies use predictive analytics. (*Psico Smart, 2024*)



## Annual Review Cycles

64% say reviews are a waste of time  
51% say they're biased (*Folks HR, 2025*)  
<20% feel inspired (*SHRM, 2023*)



## Managers as Bottlenecks

Only 44% say current strategies work (*ClearCompany, 2023*)  
55% of middle managers want to quit (*Glassdoor, 2024*)  
42% of turnover is preventable (*Gallup, 2024*)

# The Management Bottleneck Is Real—and Expensive



## Time Drain

- 40% of manager time goes to admin. (*Gartner*)
- 51% lack time for their teams. (*WorkLife, 2024*)



## Disengagement Crisis

- Only 31% are actively engaged—the lowest in 10 years. (*Gallup, 2025*)



## Productivity Loss

- Disengagement costs \$1.9T/year in lost productivity. (*Bloomberg, 2024*)

# The Shift: From Manager-Led to AI-Enabled, Team-First Leadership



## **Self-Sustaining Teams**

- Teams that motivate, adjust, and grow from within.



## **Autonomous Agents**

- AI that handles check-ins, nudges, and tracking—so managers can lead, not micromanage.



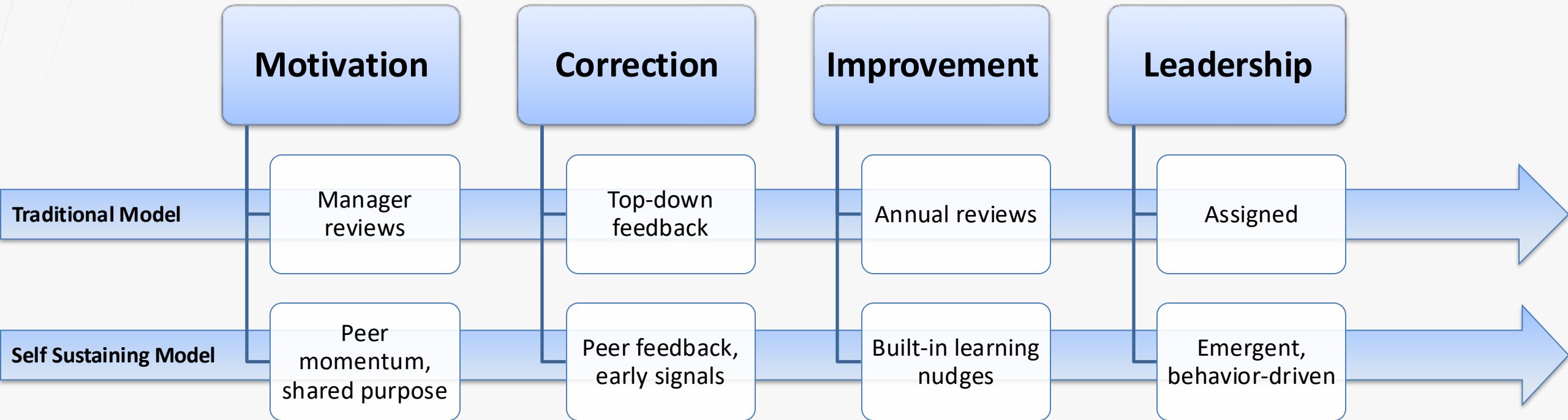
## **Org-Wide Alignment**

- Shared, fair data that connects team actions to leadership goals.

# Self-Sustaining Teams

What do you believe is the most sustainable source of motivation inside a team?

*The strongest motivation doesn't come from the top—it comes from within the team.*



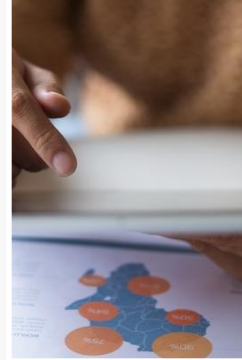


# Clone Your Best Managers—With Automation



## Sense

- **Start Simple:** Weekly check-ins
- **Use Tools:** Otter, Geekbot, static code tools
- **Go Smart with AI:** AI scans signals (e.g., meeting silence, code delays)



## Interpret

- **Start Simple:** Spot quiet trends manually
- **Use Tools:** Lattice, CultureAmp, productivity tools
- **Go Smart with AI:** GPT-based summaries of tone, themes, feedback loops



## Coach

- **Start Simple:** Timely nudges: “You okay?”
- **Use Tools:** Reflect, Viva, Fellow
- **Go Smart with AI:** AI-suggested 1:1s, feedback prompts, tone coaching



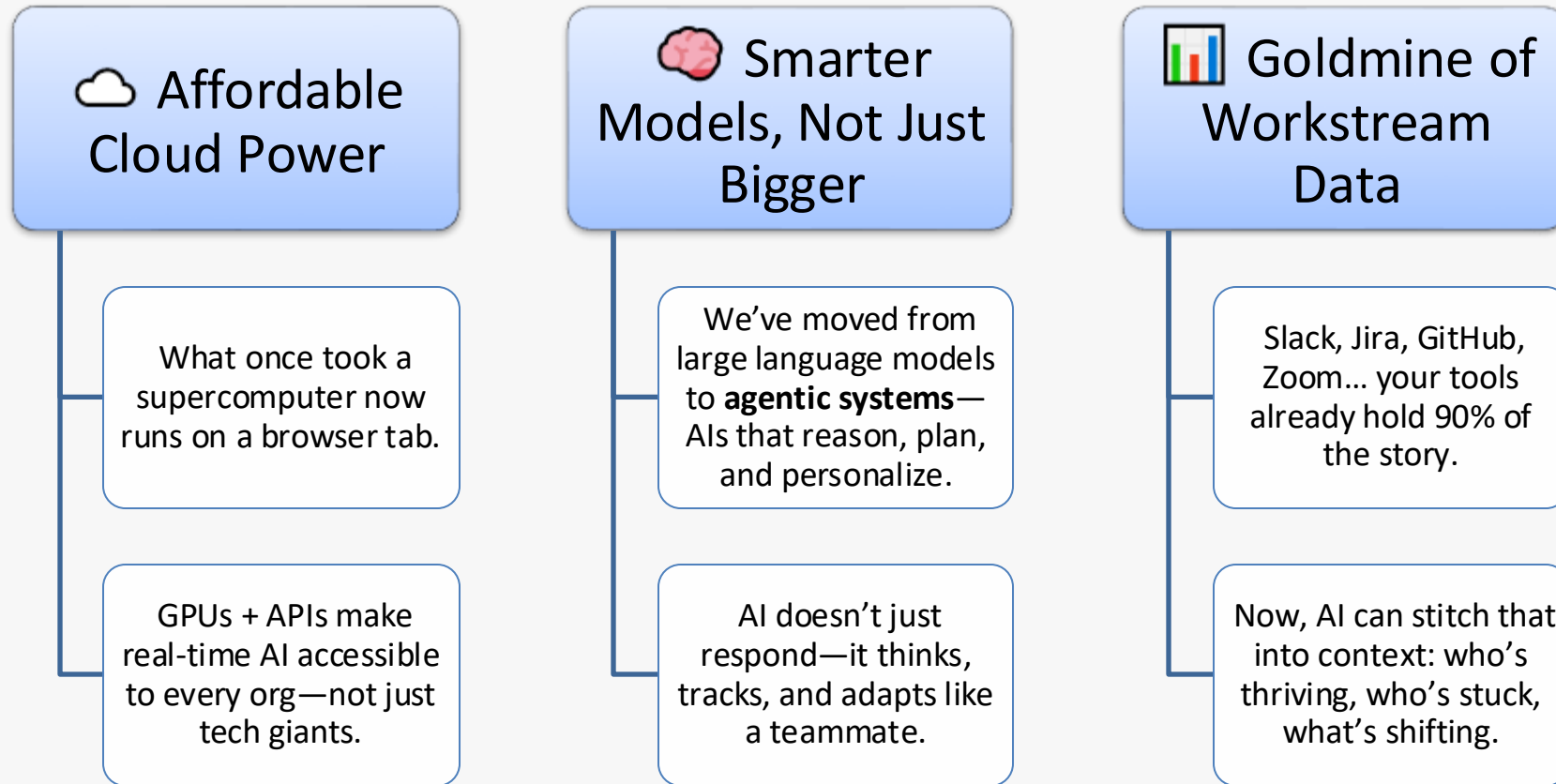
## Evolve

- **Start Simple:** Monthly OKRs or Notion tracking
- **Use Tools:** Ally.io, Perdoo, Asana Goals
- **Go Smart with AI:** Adaptive goals that update with behavior & momentum



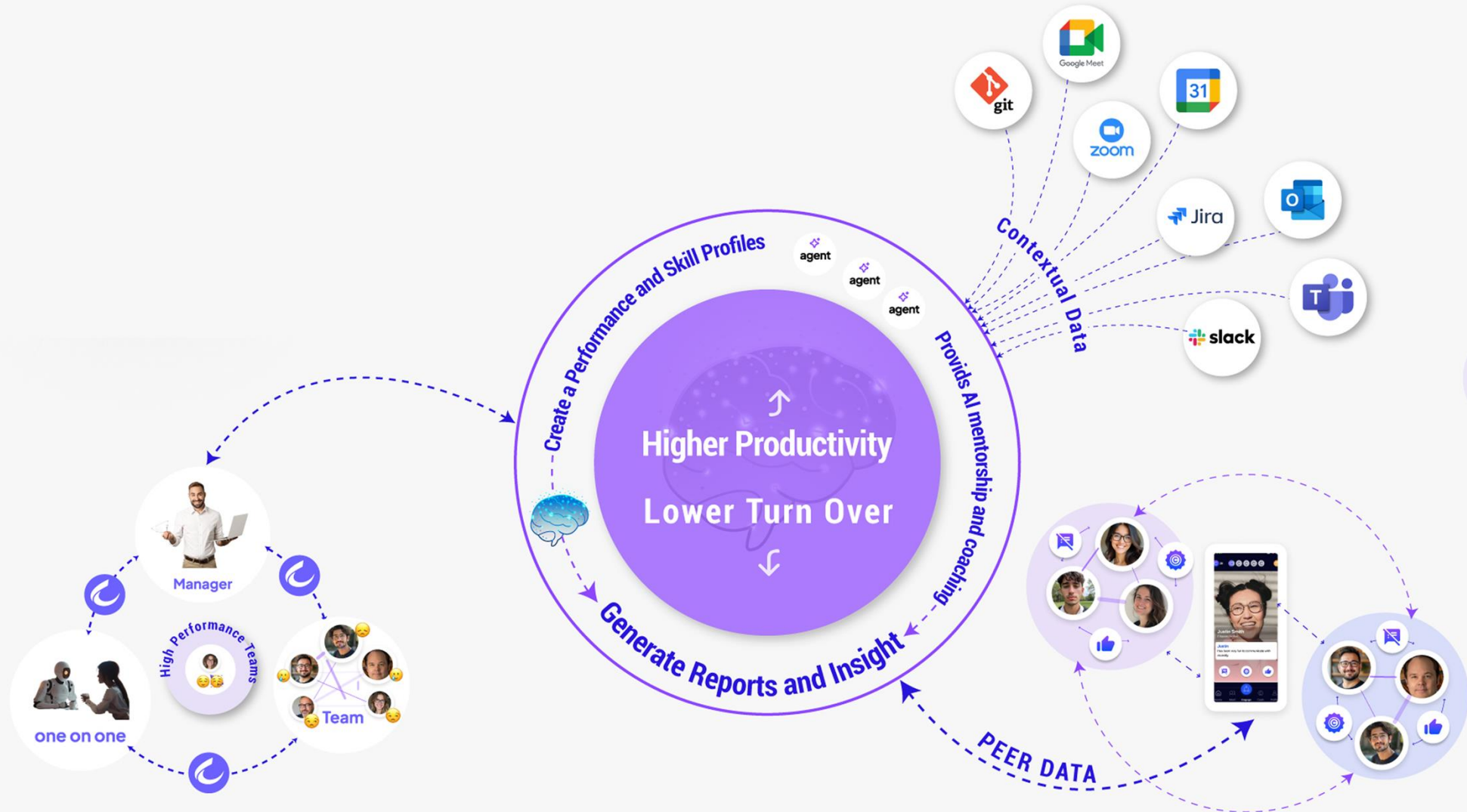
**Next-level: A2A Agentic** Platforms automate the full loop—no input needed, just insight & action.

# What Makes It Possible Now?



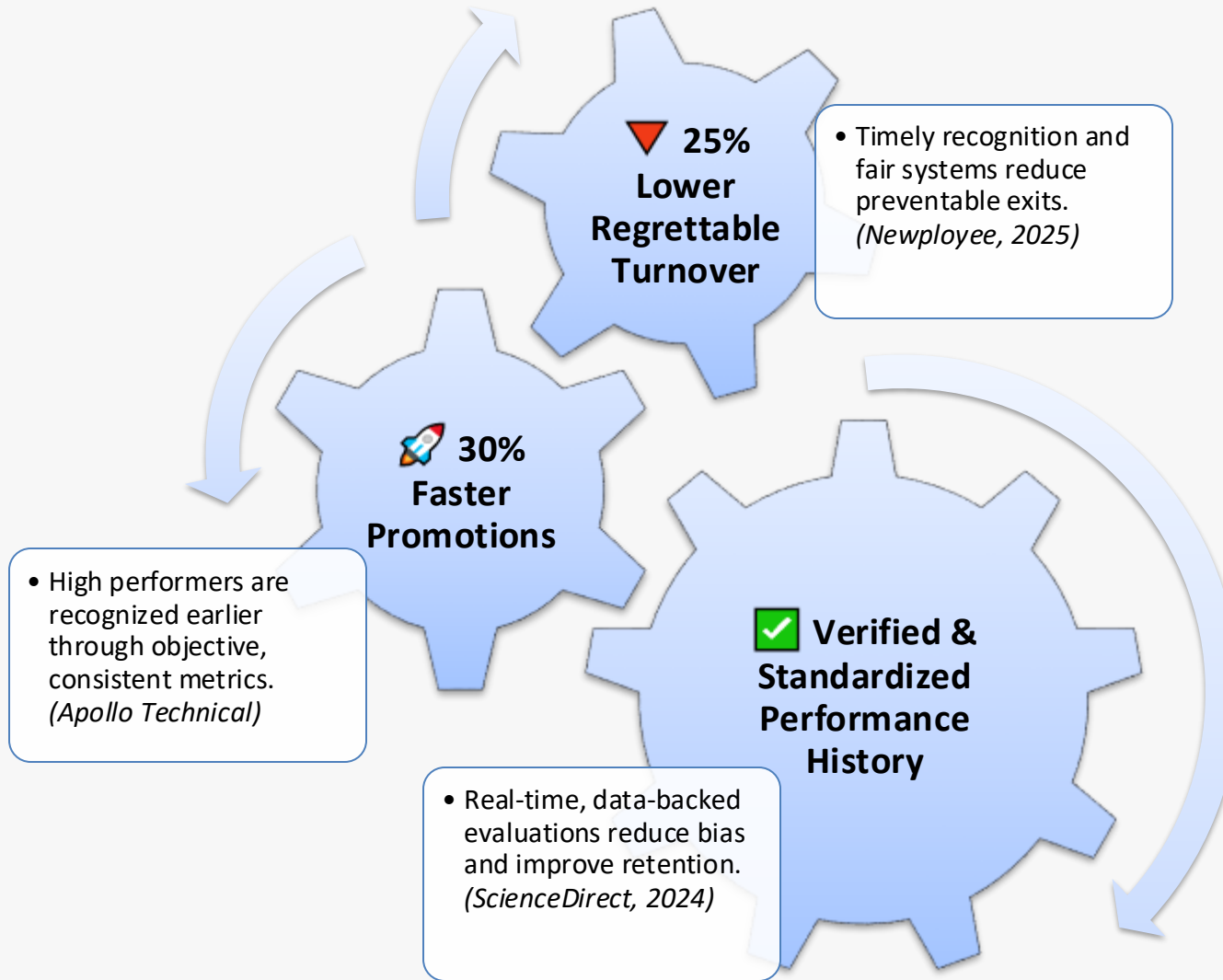


# The A2A agentic system



# Meritocracy at Scale

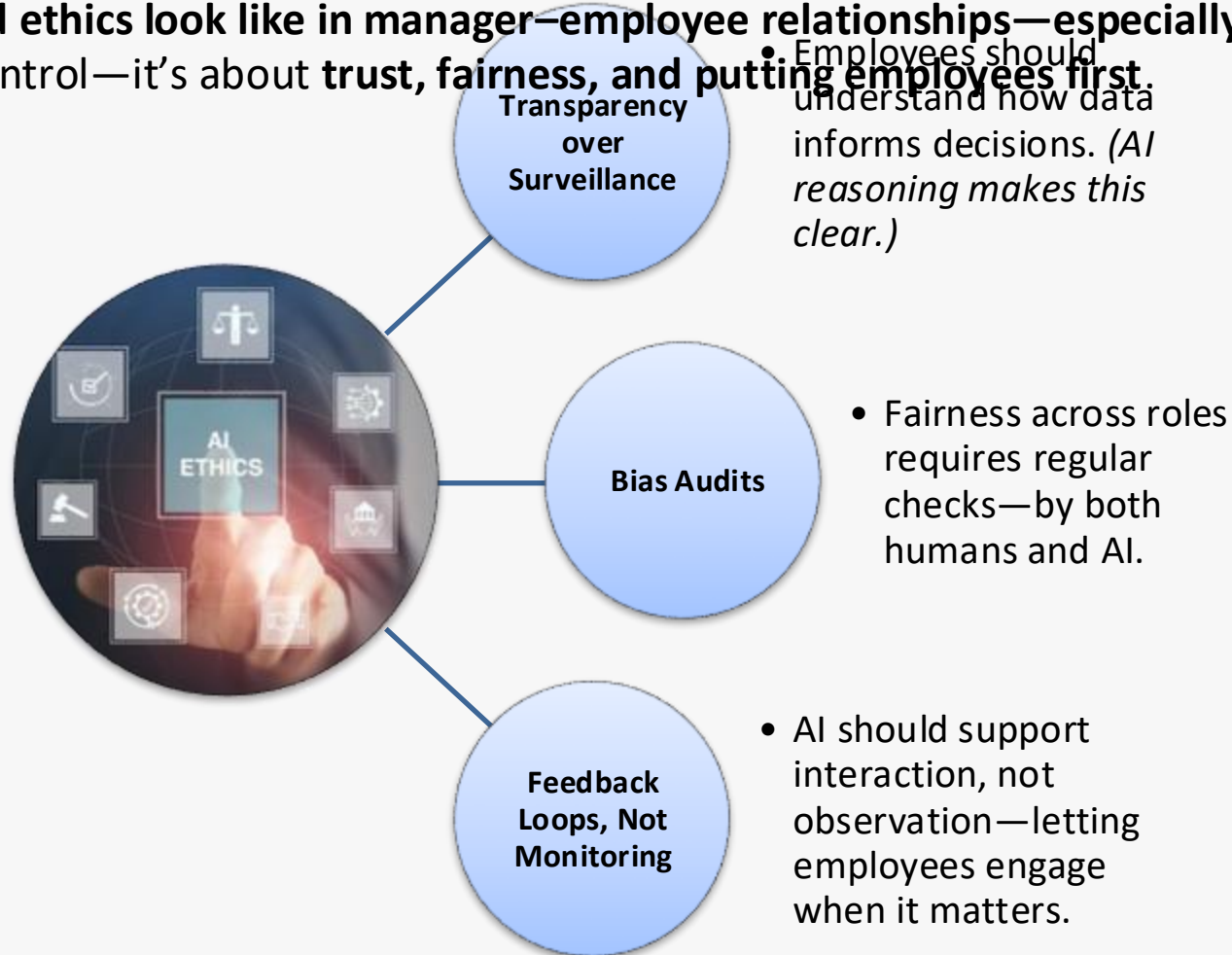
## Standardized, Aligned, and Fair



# Ethical AI Isn't Optional—It's the Foundation of Trust



**What should ethics look like in manager–employee relationships—especially with AI involved?**  
It's not about control—it's about **trust, fairness, and putting employees first.**



# Breakout Session: Analyze an Agentic response for a Performance review



Try a Manual Review – Write a short evaluation of a teammate (real or fictional).



Use Review Now AI – Visit the link or scan the QR code. Enter 1–2 lines and generate a review.



(Optional) Use ChatGPT – Try generating a review with ChatGPT using the same input.

## Group discussion:

- What part of the manual review felt hardest or slowest?
- How did the AI-generated output shift your thinking about that person?
- What would be the value of connecting this to all company signals (e.g., Slack, Jira, meetings)?



# Thank You / Q&A

- What will you try next week?
- Let's keep the conversation going!

Contact: [alireza@thecatchup.ai](mailto:alireza@thecatchup.ai)

Pilot Catch Up AI – scan QR code  
Win a ticket to UNLEASH 2025

