

AI-Driven Performance Management: From Reviews to Real-Time Action

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Think of the best manager you've ever had.
What *actually* made them exceptional?



Why Traditional Performance Management Hits a Ceiling?

What HR sees today

Where AI helps (Nudges, Not Magic)

Feedback comes too late
(annual or semi-annual)

Detects signals weekly and nudges earlier conversations

Manager quality varies widely

Standardizes judgment using consistent behavioral signals

High performers disengage quietly

Flags early disengagement before attrition

Reviews feel subjective or political

Grounds reviews in real work data and patterns

- 80 % of employees who receive meaningful weekly feedback are fully engaged. ([Gallup](#))
- Daily manager input makes employees 3.6× more motivated vs annual review. ([Peaceful Leaders Academy](#))
- <30 % of employees actually receive regular feedback, yet 96 % want it. ([Build Empire](#))
- Companies with continuous feedback are 44 % more likely to retain talent. ([SSR](#))

The Management Bottleneck Is Real (and Structural)



Getting the Data

- Most managers only see **fragments** of actual work and behavior.



Analyzing the Data

- Even strong managers aren't trained to detect **patterns across time and tools**.



Delivering the Message

- Many struggle to deliver feedback **clearly, consistently, and at the right moment**.

From Manager-Led to AI-Enabled, Team-First Leadership

Manager-Led (Traditional)

- Managers **collect signals manually**
- Performance reviews are **episodic**
- Feedback depends on **individual skill**
- Issues surface **after damage is done**
- HR operates **reactively**

High effort, limited visibility, uneven outcomes

AI-Enabled, Team-First

- Work signals are **captured continuously**
- Performance insights are **real-time**
- Feedback is **consistent and explainable**
- Risks surface **early**
- HR operates **proactively**

Lower effort, higher signal quality, fairer outcomes

From Manager-Led to AI-Enabled: Try It Live

Step 1: Pick One Real Scenario

- A performance review that felt hard
- A disengaged high performer
- Inconsistent manager feedback
- A team where issues surfaced too late

Step 2: Copy This Prompt (Editable)

- Find the prompt in the Chat

Step 3: Reflection Questions (Bottom of Slide)

- Did this surface something earlier than usual?
- Was the output more consistent than gut instinct?
- What did it *not* understand without more data?

PROMPT

You are an HR partner supporting fair and consistent performance management.

Context (high-level, no personal identifiers):

- Role type (not name):
- Team context:
- Observable work-related signals (no sensitive data):
- Area of uncertainty or risk:

Task:

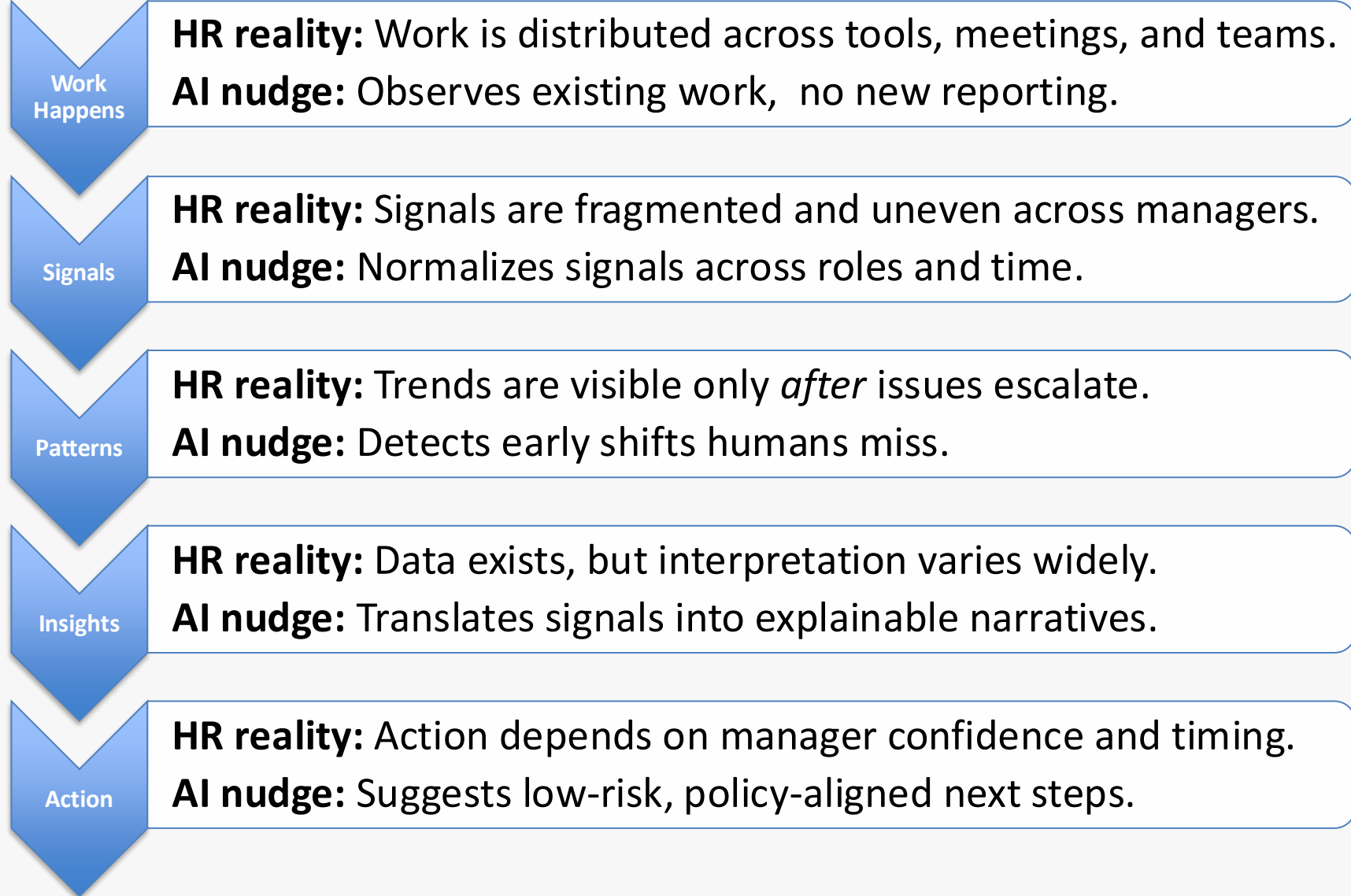
- 1) Identify possible performance or engagement patterns.
- 2) Suggest 2–3 low-risk, policy-aligned actions.
- 3) Highlight what additional non-sensitive data would improve confidence.

Constraints:

- Do not infer intent or motivation.
- Do not reference protected characteristics.
- Do not recommend employment actions.
- Keep all suggestions advisory and human-reviewed.

Where AI Fits Across the Performance Lifecycle

Where does your organization struggle most today?



Why AI for Performance Management Works Now

Work Is Already Digital

Most work now leaves a natural, work-based signal trail.

This enables trust, auditability, and policy alignment.



AI Can Analyze Without Being “Trained” by HR

Modern AI can detect patterns across text, time, and behavior.

No custom models, no labeling, no HR data science teams required.



AI Can Explain Its Reasoning

Outputs can now be transparent, reviewable, and human-readable.

This enables trust, auditability, and policy alignment.



This is decision support, not automated decision-making.

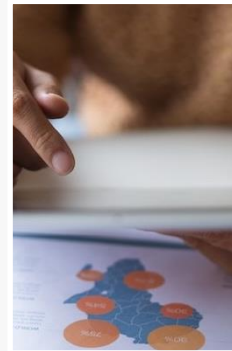
Clone Your Best Managers—With Automation

We're not cloning personalities. We're cloning **behaviors and timing**



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

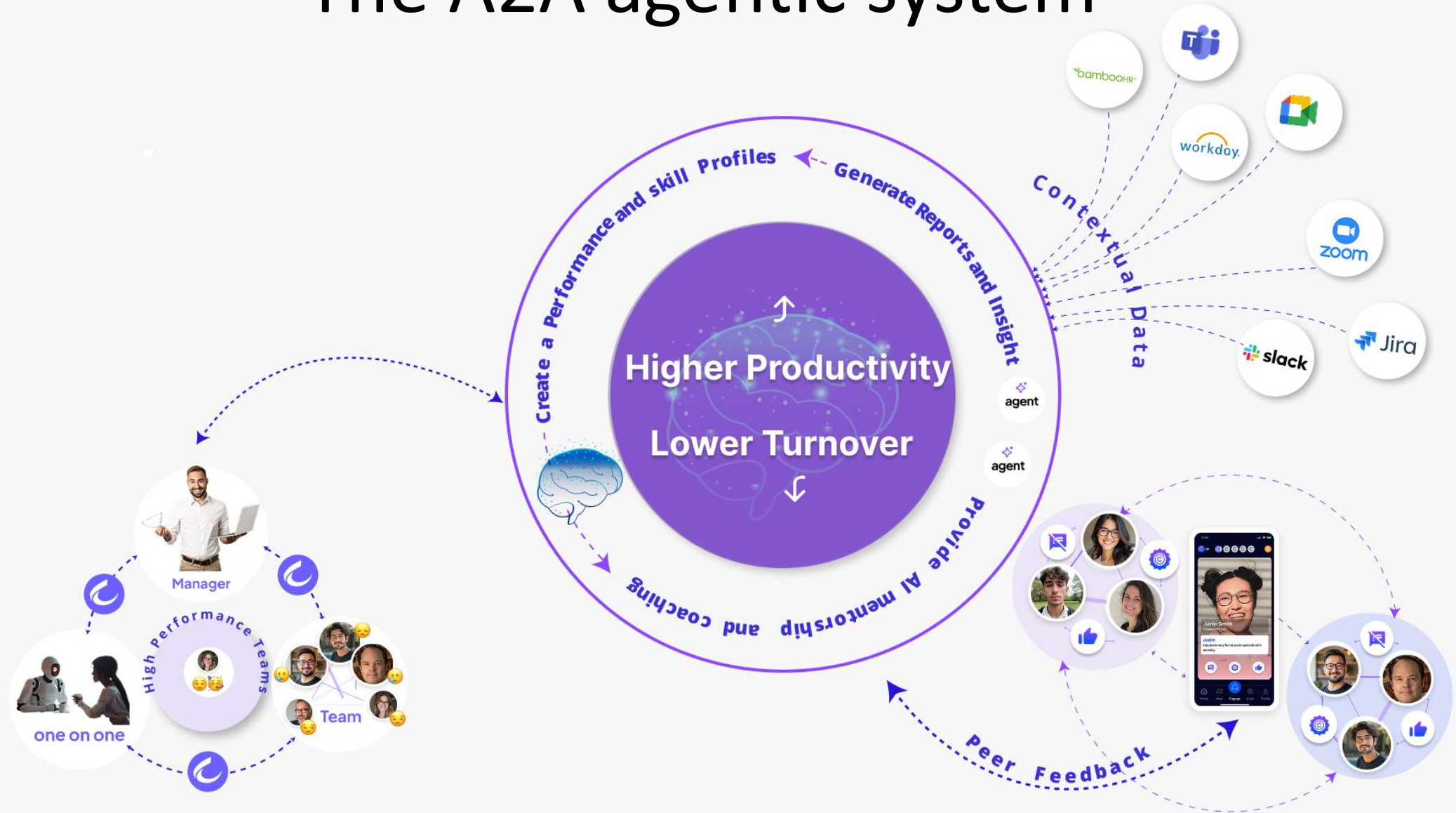


Evolve

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

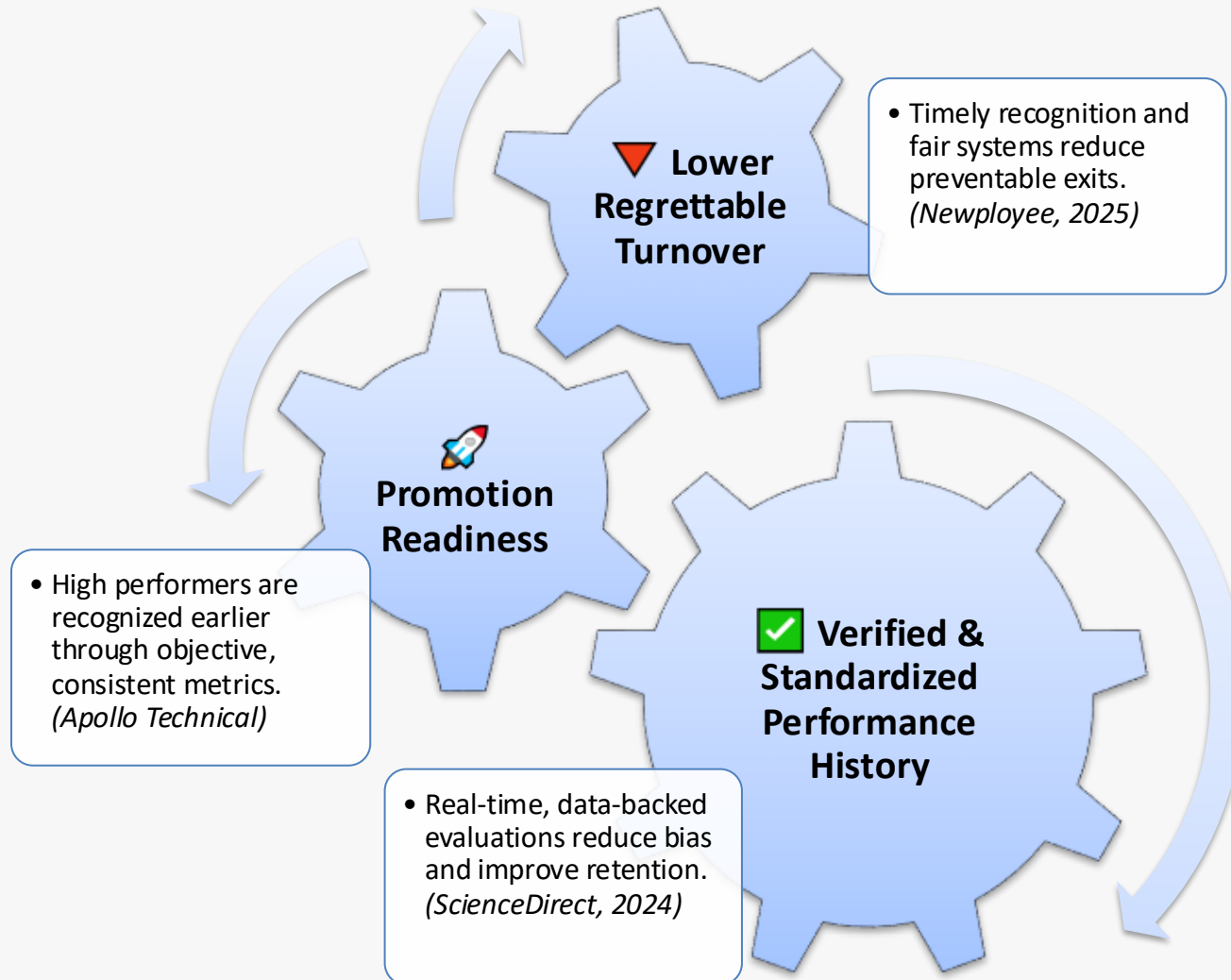
 **Next-level: A2A Agentic** Platforms automate the full loop—no input needed, just insight & action.

The A2A agentic system



Meritocracy at Scale

Standardized, Aligned, and Fair



When applied as decision-support systems, not automated decision-makers.

Breakout Session: Comparing Human Judgment and Agentic AI-Assisted Reviews



Step 1: Manual Baseline (Human Only): Write a short performance summary for a teammate (real or fictional, no names or identifiers).



Step 2: Structured Agentic AI Assistance (Guided): Visit the link or scan the QR code. Enter 1–2 lines and generate a review.



Step 3: (Optional): General-Purpose AI: Optionally, try a general-purpose AI with the same input.

Do not use real employee data. This exercise is for learning only.

Group discussion:


Where did the **manual version** feel hardest or most subjective?

What changed when structure was introduced?

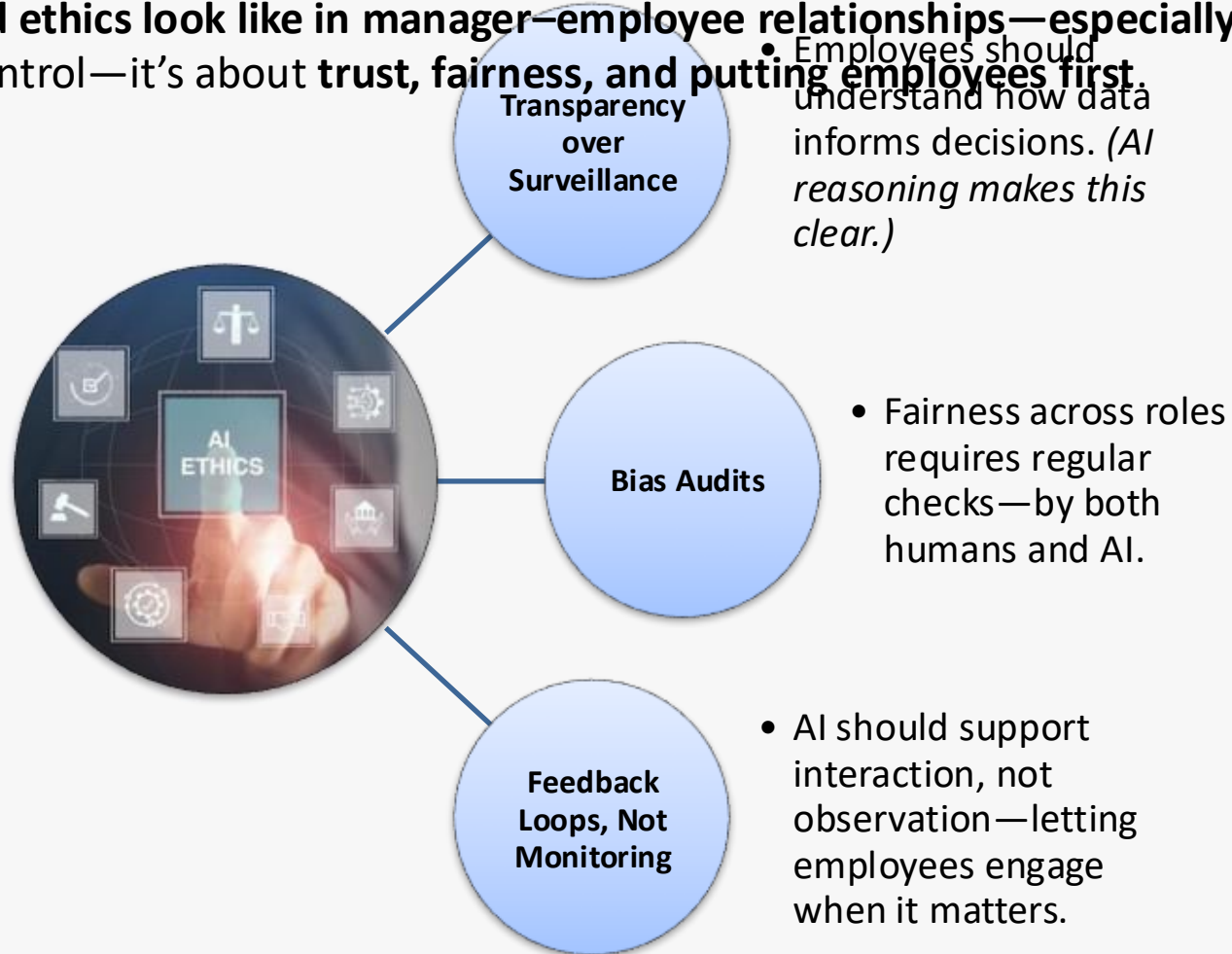
What risks would you still want a human to catch?

Where would this help HR most: fairness, speed, or consistency?

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.**

• Employees should understand how data informs decisions. (*AI reasoning makes this clear.*)



Group Debrief

What shifted your thinking?

Where would this save time or reduce friction in the next quarter?

What Will You Try Next Week?

Option 1

- Use AI to **structure one difficult review**
- (not to decide it)

Option 2

- Use AI to **spot early signals** for one team
- (no action required yet)

Option 3

- Use AI to **standardize feedback language**
- across managers

Option 4

- What else?



Thank You / Q&A

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

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