Catch Up AI Helps Managers Detect Early Workplace Risks and Prevent Team Disruptions

AI detects early signals of attrition, team friction, and psychological safety risks, and nudges managers to act before problems escalate.

LAS VEGAS, NV, UNITED STATES, March 19, 2026 /EINPresswire.com/ -- Catch Up AI, exhibiting next week at Transform in Las Vegas, is introducing a new approach to workforce intelligence: detecting invisible workplace risks early and helping managers intervene before problems escalate.

The platform analyzes technical and behavioral signals across teams to identify emerging issues such as disengagement, team friction, and psychological safety risks. Instead of producing another dashboard or report, Catch Up AI generates targeted nudges that help managers act at the right moment.

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> *Alireza Boloorchi, CEO, Catch Up AI*

The goal is to reduce what the company calls "management latency," the delay between when a problem begins inside a team and when leadership becomes aware of it.

"Most organizations only discover problems after they surface in visible ways, an employee leaving, a project slipping, or a team breaking down," said Alireza Boloorchi, CEO of Catch Up AI. "By the time those signals appear, the underlying issue has often been forming for weeks or months. Catch Up AI is designed to detect those signals early and help managers respond before damage is done."

Recent customer deployments illustrate how early detection can change outcomes.

In one organization, Catch Up AI detected early signs of disengagement in a high-performing engineer weeks before any visible issue appeared. The system identified a lack of recognition and generated personalized prompts encouraging the manager to reconnect with the employee.

After a targeted conversation and recognition intervention, the employee later shared that they had been considering leaving but ultimately decided to stay.

The impact was immediate:
• Prevented avoidable attrition of a high-value contributor
• Surfaced risk weeks earlier than traditional signals
• Reduced manager effort through automated, personalized guidance

In another example, an engineering team had been struggling with inconsistent sprint delivery. Within a week of analyzing team communication patterns, Catch Up AI identified a breakdown in team dynamics driven by one developer's communication style. This issue had gone unresolved for more than six months.

The platform nudged the manager to conduct brief one-on-one conversations with team members to address friction.

Within the same sprint cycle, delivery stabilized and returned to predictable execution.

Catch Up AI has also surfaced risks that traditional feedback tools often miss entirely.

In one organization, a company president regularly attended daily meetings with directors and team leads. No one openly raised concerns, but Catch Up AI detected patterns of reduced participation and constrained communication—signals associated with declining psychological safety.

After an initial intervention failed to improve the metrics, the system identified leadership presence itself as the root constraint and recommended removing the president from routine operational meetings.

Participation increased significantly almost immediately, and team dynamics improved.

"These issues often remain invisible to leadership because people adapt their behavior around authority structures," Boloorchi said. "AI can detect those subtle behavioral patterns much earlier than traditional feedback systems."

While most HR technologies focus on surveys, dashboards, or historical reporting, Catch Up AI is designed to help managers intervene in real time.

The platform identifies emerging risks, surfaces their root causes, and provides managers with specific guidance on how to respond.

The result is a shift from reactive management to proactive leadership.

As organizations increasingly rely on distributed teams and fast-moving product cycles, the ability to detect emerging problems early may become one of the most important capabilities in modern management.

"Organizations don't lose great employees or team performance overnight," said Boloorchi. "Those outcomes are usually the result of signals that appeared weeks earlier but went unnoticed. Catch Up AI helps leaders see those signals sooner—and act when it matters most."

Catch Up AI is showcasing its platform at Transform in Las Vegas, March 23-25.

More information and additional case studies can be found at https://thecatchup.ai.

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