PRIVACY POLICY ECKHARD SCHÖLZEL

This Privacy Policy explains how, for what purpose, and to what extent we collect, store, use, and protect personal data.

This policy has been prepared to the best of our knowledge and belief. **We provide all our services to support a dignified working life. This includes protecting your right to self-determination, as well as your right to use knowledge-based websites on the Internet without being monitored, and ensuring the authenticity of the information we provide. Therefore, we do not engage in the covert collection or analysis of client and user data.**

Under no circumstances do we use artificial intelligence in a manipulative manner to spread misinformation or to gather personal data about our clients and prospective clients.

We comply with the legal regulations of the Federal Republic of Germany in every instance of collection and use of your personal data. Definitions of the terms used (e.g., “personal data” or “processing”) can be found in Article 4 of the GDPR.

Please note, however, that no data transmission over the Internet is 100% secure. We cannot guarantee that unauthorized third parties will not circumvent our security measures or use your personal data for unlawful purposes.

Contacts / Master Data / Customer Data

Using our website does not require you to enter any personal data, unless you use the contact options or tools offered online. By doing so, you are entering into a business-cooperative relationship, and we will store your information electronically from that moment on.

Any information you provide when contacting us or when submitting your own diagnostic results will be stored for the specified period. Your responses do not leave your own computer. Only if you request your results via email will we store the results along with your email address.

Sending the Quick Diagnosis Results (Brevo)

If you request the results of your quick diagnosis via email, we will process your email address and the results of your quick diagnosis (the identified field, e.g., “Field 3”). Your individual answers to the questions are neither transmitted nor stored.

****Purpose:**** We use this data exclusively to send you your results and to ask you once whether you would like to discuss them. You will only be added to additional mailing lists—such as for the blog series—if you give your separate consent.

****Legal basis:**** Your consent pursuant to Art. 6(1)(a) of the GDPR. You provide this consent by submitting the form and clicking the confirmation link in the email sent to you afterward (double opt-in). This ensures that the results are sent only to you.

****Service Provider:**** For the form and email delivery, we use Brevo, provided by Brevo GmbH, a German limited liability company headquartered at Köpenicker Str. 126, 10179 Berlin, Germany. Brevo processes the data on our behalf and in accordance with our instructions on servers located in the European Union. We have a data processing agreement with Brevo in accordance with Article 28 of the GDPR. You can find Brevo’s privacy policy here: https://www.brevo.com/de/legal/privacypolicy/

****Retention Period:**** Your email address and your results will be deleted as soon as you withdraw your consent, but no later than 12 months after they were sent to you. If you do not click the confirmation link, the data will be deleted after 30 days.

Withdrawal: You may withdraw your consent at any time with future effect—via the unsubscribe link in every email or by sending an informal email to eckhard.schoelzel@e-schoelzel.de.

Loading Only After Clicking: The form and the associated services from Brevo and Google are loaded only when you click “Receive Results as PDF.” As long as you use the diagnostic tool online only, no data is transmitted to Brevo or Google.

Legal Obligation

Your personal data will not be shared with third parties. We may disclose the data to government authorities only if we are required to do so by law (Germany, EU).

Protection Against Abuse (Google reCAPTCHA)

To protect the form from automated submissions, we use Google reCAPTCHA, a service provided by Google Ireland Limited, Gordon House, Barrow Street, Dublin 4, Ireland. reCAPTCHA uses characteristics such as IP address, browser information, and mouse movements to verify that the submission is made by a human. In this process, the transfer of data to Google LLC in the United States cannot be ruled out. Google is certified under the EU-US Data Privacy Framework. The legal basis is your consent pursuant to Art. 6(1)(a) of the GDPR, which you provide by clicking “Receive results as a PDF.” Further information: https://policies.google.com/privacy?hl=de

Access to Data by Third Parties

Any storage of data in electronic storage systems carries the risk that unauthorized persons may gain access to your data or information, such as the content of emails.

Our systems are secured by:

- Access control [No unauthorized access to data processing facilities]
  - Keys/controlled key distribution
- Access control [No unauthorized system use]
  - Access control to all applications via authentication with a secure password
  - Regulated password policy (including special characters, minimum length, and regular password changes)
- Access Control [No unauthorized reading, copying, modification, or deletion of sensitive data and documents within the system]
- We send our emails encrypted (SSL/TLS).
- We send personal test results and other confidential documents in paper form marked “Personal, Confidential,” and by certified mail if necessary.

Our IT hardware is protected against unauthorized access—both on-site and via the Internet—using professional security software from ESET. ESET’s Privacy Policy: https://www.eset.com/de/datenschutzerklarung/

All electronically stored data and documents that we generate from, with, and for our customers are also protected against loss through the daily creation of encrypted backups at our own business premises.

Our website

…is hosted by the provider IONOS SE. IONOS SE is subject to European law and publishes its privacy policy here: https://mein.ionos.de/privacy-overview. This is a static IONOS page without tracking.

Website Access Data

Based on our legitimate interest (see Art. 6(1)(f) of the GDPR), the internet provider collects data regarding access to the website and stores it as “server log files” on the website’s server. The following data is logged:

- Website visited
- Time of access
- Amount of data transmitted in bytes
- Source/link from which you accessed the page
- Browser used
- Operating system used
- IP address used

The server log files are stored for a maximum of 7 days and then deleted. The data is stored for security reasons, for example, to investigate cases of misuse. If data must be retained for evidentiary purposes, it is exempt from deletion until the incident has been fully resolved.

Cookies

Cookies are small text files that are stored on your computer. They contain information about how you use our websites and the Internet. Cookies allow us to identify you on your next visit to our website as a user who is interested in specific content—for example, someone who has looked up information about certain products.

This website itself does not set any cookies. Cookies can only be set by the Brevo form and reCAPTCHA after you have actively opened them.

Handling Comments and Posts

If you leave a post or comment on this website, your IP address will be stored. This is done based on our legitimate interests pursuant to Art. 6(1)(f) of the GDPR and serves our security as the website operator (if your comment violates applicable law, we may be held liable. Therefore, we have an interest in knowing the identity of the author of the comment or post).

Use of Our Own Contact Information

The use of the contact information provided in the legal notice or elsewhere for commercial advertising purposes is expressly prohibited. The provider and all persons named on this website hereby object to any commercial use or disclosure of their data.

Your Rights

You may request information from us at any time, free of charge, regarding what data we have stored about you or a pseudonym you use, and for what purposes it is being used.

You have the right to have your data corrected, deleted, or to restrict its processing. Provided your request does not conflict with a legal obligation to retain data (e.g., data retention), you have the right to have your data deleted.

Data stored by us will be deleted if it is no longer necessary for its intended purpose and there are no statutory retention periods. If deletion cannot be carried out because the data is required for permissible legal purposes, data processing will be restricted. In this case, the data will be blocked and not processed for other purposes.

If you have any requests or questions regarding data protection, please contact us at the address listed in the footer or the legal notice section of the website.

Applicable Law

The data protection policies for which we are responsible are governed exclusively by the laws applicable in the Federal Republic of Germany.

External Services

Appointment Bookings via cal.com

We use cal.com to schedule appointments. Read the privacy policy here: **https://cal.com/de/privacy**

BREVO Privacy Policy

When you enter personal data on our website, it is processed by BREVO so that we can provide you with related services.

- Your email address and the results of the quick assessment are stored,
- and we consider your consent (Art. 6(1)(a) GDPR) to be confirmed through the double opt-in process,
- Retention period: 1 year or until you revoke your consent: You can unsubscribe from further emails at any time. Your data will then be deleted.

You can find BREVO's Privacy Policy here: https://www.brevo.com/de/legal/privacypolicy/

The reCAPTCHA used is a Google service and is subject to the privacy policies of BREVO and Google. Google may transfer data to the United States.

Privacy Policy for Creating a TMS Profile (TMS = Team Management Systems Development International™)

Team Management Services GmbH, Ernst-Ludwig-Ring 2, 61231 Bad Nauheim, supports management consultants (accredited trainers) in conducting training and coaching sessions that include the creation of Margerison-McCann ("TMS") Team Management Profiles. Team Management Profiles are written feedback reports based on a questionnaire completed electronically by a client.

Team Management Services GmbH outlines its data protection obligations here: https://team.energy/meta/datenschutz/

Privacy Policy for the Creation of a VMI Profile

Data collection and the creation of VMI profiles are carried out by Values Technology's German contractual partner, Santa Cruz (USA), in Munich. Data protection is covered by the privacy policy provided here and our partnership agreement with this German contractual partner.

Audio/Video Conferences via ZOOM

We use the services of the company ZOOM to provide our services (coaching, seminars, training) remotely. ZOOM complies with the legal requirements of the European General Data Protection Regulation (GDPR). https://support.zoom.us/hc/en-us/articles/360000126326-Official-Statement-EU-GDPR-Compliance

ZOOM's privacy policy covers our clients' personal data when they use ZOOM services with us. https://zoom.us/privacy

As a general rule, we do not store the content of communications with our conversation partners, clients, or customers. In exceptional cases, we will obtain explicit permission at the beginning and end of the relevant meeting directly within the recording.

How can you delete your data or prevent it from being stored?

Regardless of whether you have a Google account or not, you can configure your browser to delete or disable Google cookies. Depending on which browser you use, this works in different ways. The following instructions show you how to manage cookies in your browser:

- Chrome: Delete, enable, and manage cookies in Chrome
- Safari: Manage cookies and website data with Safari
- Firefox: Delete cookies to remove data
- Microsoft Edge: Deleting and managing cookies

If you do not want to accept cookies at all, you can set your browser to always notify you when a cookie is about to be set. This allows you to decide whether to allow each individual cookie or not. Since YouTube is a subsidiary of Google, there is a joint privacy policy. If you'd like to learn more about how your data is handled, we recommend reviewing the privacy policy at https://policies.google.com/privacy?hl=de.

Integration

Our website is continuously being developed. In the future, services from well-known internet service providers may be integrated; in such cases, we will make their privacy policies available here.

Brands and Trademarks

Where trademarks and service marks are mentioned on this website, they are subject without restriction to the provisions of the applicable trademark law and, where applicable, to the ownership rights of the respective registered owners.

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RESERVE

Newsletter Subscription

The website operator offers a newsletter to keep you informed about current events and offers. To subscribe to the newsletter, you must provide a valid email address. By subscribing to the newsletter, you agree to receive it and to the procedures described herein.

The newsletter is distributed by the mailing service provider XY, a mailing platform operated by ABC, Example Street 5, 12345 Example City, Germany. Information about the mailing service provider's privacy policy is available at: beispiel-XY.de/datenschutz.

Withdrawal and Cancellation: You may withdraw your consent to receive the newsletter at any time and thereby cancel your newsletter subscription. After you cancel, your personal data will be deleted. Your consent to receive the newsletter will expire at the same time. You will find a link to cancel your subscription at the end of each newsletter.

Note: *In addition, you should include information in this section of the privacy policy regarding the content of your newsletter, such as whether the newsletter also contains advertisements.*

Furthermore, you should specify how the data is stored by the mailing service provider (pseudonymized or not), the purposes for which the data is collected, whether data is shared with third parties, whether and how statistical surveys or analyses are conducted, etc.

It's best to check directly with your email service provider. You may also need to enter into a data processing agreement with them.

Privacy Policy for the Use of Facebook Plugins (Like Button)

Plugins from the social network Facebook (Facebook Inc., 1601 Willow Road, Menlo Park, California, 94025, USA) are integrated into our website. You can recognize the Facebook plugins by the Facebook logo or the "Like" button on our site. You can find an overview of the Facebook plugins here: http://developers.facebook.com/docs/plugins/.

When you visit our pages, the plugin establishes a direct connection between your browser and the Facebook server. As a result, Facebook receives the information that you have visited our site using your IP address. If you click the Facebook "Like" button while logged into your Facebook account, you can link the content of our pages to your Facebook profile. This allows Facebook to associate your visit to our pages with your user account. Please note that, as the provider of this website, we have no knowledge of the content of the data transmitted or how Facebook uses it. For more information, please see Facebook's Privacy Policy at http://de-de.facebook.com/policy.php,

If you do not want Facebook to associate your visit to our pages with your Facebook user account, please log out of your Facebook user account.

Privacy Policy for the Use of Google AdSense

This website uses Google AdSense, a service provided by Google Inc. (“Google”) for displaying advertisements. Google AdSense uses so-called “cookies,” which are text files stored on your computer that enable an analysis of how the website is used. Google AdSense also uses so-called web beacons (invisible images). These web beacons allow information such as visitor traffic on these pages to be analyzed.

The information generated by cookies and web beacons regarding the use of this website (including your IP address) and the delivery of ad formats is transmitted to a Google server in the United States and stored there. This information may be shared by Google with its contractual partners. However, Google will not associate your IP address with any other data it holds about you.

You can prevent the installation of cookies by adjusting your browser settings accordingly; however, please note that in this case, you may not be able to use all features of this website to their full extent. By using this website, you consent to the processing of data collected about you by Google in the manner described above and for the purpose stated above.

Privacy Policy for the Use of Google +1

Collection and Sharing of Information:

You can use the Google +1 button to share information worldwide. The Google +1 button allows you and other users to receive personalized content from Google and our partners. Google stores both the fact that you have given a +1 to a piece of content and information about the page you were viewing when you clicked +1. Your +1s may appear as recommendations alongside your profile name and photo in Google services—such as in search results or on your Google Profile—or in other places on websites and in ads across the web.

Google records information about your +1 activity to improve Google services for you and others. To use the Google +1 button, you need a public Google profile that is visible worldwide and must include at least the name you selected for the profile. This name is used across all Google services. In some cases, this name may also replace another name you used when sharing content through your Google Account. The identity associated with your Google profile may be visible to users who know your email address or have other identifying information about you.

Use of the collected information:

In addition to the purposes described above, the information you provide will be used in accordance with Google’s applicable privacy policies. Google may publish aggregated statistics about users’ +1 activity or share them with users and partners, such as publishers, advertisers, or affiliated websites.

Privacy Policy for the Use of Twitter

Our website incorporates features from the Twitter service. These features are provided by Twitter, Inc., 1355 Market St, Suite 900, San Francisco, CA 94103, USA. When you use Twitter and the “Retweet” feature, the websites you visit are linked to your Twitter account and made known to other users. Data is also transmitted to Twitter in the process.

Please note that, as the provider of these pages, we have no knowledge of the content of the transmitted data or how Twitter uses it. For more information, please see Twitter’s Privacy Policy at http://twitter.com/privacy.

You can adjust your privacy settings on Twitter in your account settings at http://twitter.com/account/settingsändern.