



EXPONENTIAL LEADERSHIP

COACHING | DEVELOPMENT | DIGITAL TRANSFORMATION

www.exponentialleadership.net

+31 (0) 61001 1708

Groenhovenstraat 10, Leiden,
The Netherlands 2311BT

Data Privacy Policy – Exponential Leadership B.V.

Last Updated: 01 July 2026

1. Introduction

Exponential Leadership B.V., registered in the Netherlands, provides executive coaching, leadership development, innovation facilitation, and digital transformation consulting services. We are committed to protecting personal data in accordance with the EU General Data Protection Regulation (GDPR) and the Dutch Implementation Act (UAVG). This policy explains how we collect, use, store, and protect personal data.

2. Who We Are

Data Controller: Exponential Leadership B.V.

Address: Groenhovenstraat 10, Leiden, The Netherlands 2311 BT

Email: info@exponentialleadership.net

Phone: +31 (0) 61001 1708

3. Personal Data We Collect

We collect and process personal data only when necessary for delivering our services. This may include:

3.1 Contact & Identification Data

- Name
- Email address
- Phone number
- Job title
- Company affiliation

3.2 Assessment Data

- 360-degree leadership assessment results
- Psychometric assessment results
- Leadership diagnostic reports
- Feedback provided by colleagues or supervisors

3.3 Coaching & Development Data

- Coaching session notes
- Reflections, goals, and development plans
- Materials voluntarily shared by the client

3.4 Technical Data

- Website usage analytics (if applicable)
- Communication metadata (e.g., email logs)

Sensitive data is only processed when voluntarily provided and necessary for coaching purposes.

4. Legal Basis for Processing

We process personal data under the following GDPR legal bases:

- **Contractual necessity** – to deliver coaching, assessments, and consulting services.
- **Consent** – for optional activities such as recordings or certain assessments.
- **Legitimate interests** – to improve our services and ensure quality.
- **Legal obligations** – where required by Dutch or EU law.

Consent can be withdrawn at any time.

5. How We Use Personal Data

We use personal data to:

- Deliver coaching and leadership development services
- Conduct 360° and psychometric assessments
- Create personalized development plans

- Facilitate workshops and consulting engagements
- Manage contracts, billing, and administration
- Improve service quality and client experience

We do **not** use personal data for automated decision-making or profiling that produces legal or significant effects.

6. Sharing Your Data

We may share personal data with:

6.1 Assessment Providers

Third-party platforms delivering 360° assessments or psychometric tools.

6.2 Coaching Partners

Subcontractors or co-facilitators supporting service delivery.

6.3 Technology Providers

Secure cloud storage, communication tools, and IT systems.

6.4 Legal Authorities

Only when required by law.

All third parties operate under GDPR-compliant data processing agreements. We **never** sell personal data.

7. International Data Transfers

If data is transferred outside the EU/EEA (e.g., to U.S.-based assessment providers), we ensure compliance through:

- Standard Contractual Clauses (SCCs)
 - Adequacy decisions
 - Additional technical safeguards (e.g., encryption)
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8. Data Retention

We retain personal data only as long as necessary:

- Coaching records: **up to 3 years** after the coaching relationship ends

- Assessment data: **up to 3 years**
- Administrative/financial records: **7 years** (Dutch tax law)
- Communication logs: **up to 3 years**

You may request earlier deletion where legally permissible.

9. Data Security

We use appropriate technical and organizational measures to protect personal data, including:

- Encrypted storage and transmission
- Secure cloud environments
- Access controls and authentication
- Confidentiality agreements with all contractors
- Regular security reviews

If a data breach occurs, we will notify affected individuals and authorities as required by GDPR.

10. Your Rights Under GDPR

You have the right to:

- Access your personal data
- Correct inaccurate data
- Request deletion (“right to be forgotten”)
- Restrict processing
- Object to certain processing
- Request data portability
- Withdraw consent at any time

To exercise your rights, contact us at: **info@exponentialleadership.net** We respond within **30 days**.

11. Cookies & Website Tracking

Our website may use cookies or analytics tools to improve user experience. You can manage cookie preferences through your browser settings. A separate Cookie Policy may apply.

12. Children's Data

Our services are not intended for individuals under 18. We do not knowingly collect children's data.

13. Updates to This Policy

We may update this policy periodically. The latest version will always be available on this page. Significant changes will be communicated directly to clients.

14. Contact & Complaints

If you have questions or concerns about this policy, please contact:

Exponential Leadership B.V.

Address: Groenhovenstraat 10, Leiden, The Netherlands, 2311BT

Email: info@exponentialleadership.net

Phone: +31 (0) 61001 1708

You may also lodge a complaint with the Dutch Data Protection Authority (Autoriteit Persoonsgegevens).