

Security & Anonymity

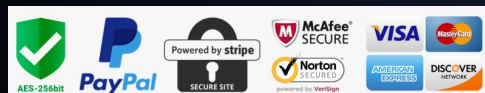
Built for executives who cannot risk exposure.

Transformation Leaders is designed so your identity remains yours and your questions stay private.

Our system removes personal identifiers from your voice message, and we delete the raw recording after processing.

Advisors receive only an anonymized brief focused on your challenge, not on you.

- ✓ Anonymous by design
- ✓ PII removed before matching
- ✓ No internal access to content
- ✓ Voice recordings deleted post-processing
- ✓ Encryption in transit and at rest
- ✓ Verified access with token gating



What you can expect



PII removal before matching

Names of people, companies, places and other identifiers are automatically removed from your message before it is routed to an advisor.



Anonymous by design

Your identity is strictly separated from the content of your question. Advisors never see who you are.



No internal access to your content

Platform operators do not have access to the content of your questions.



Ephemeral recordings

Raw voice recordings are deleted as soon as processing is complete.



Modern encryption

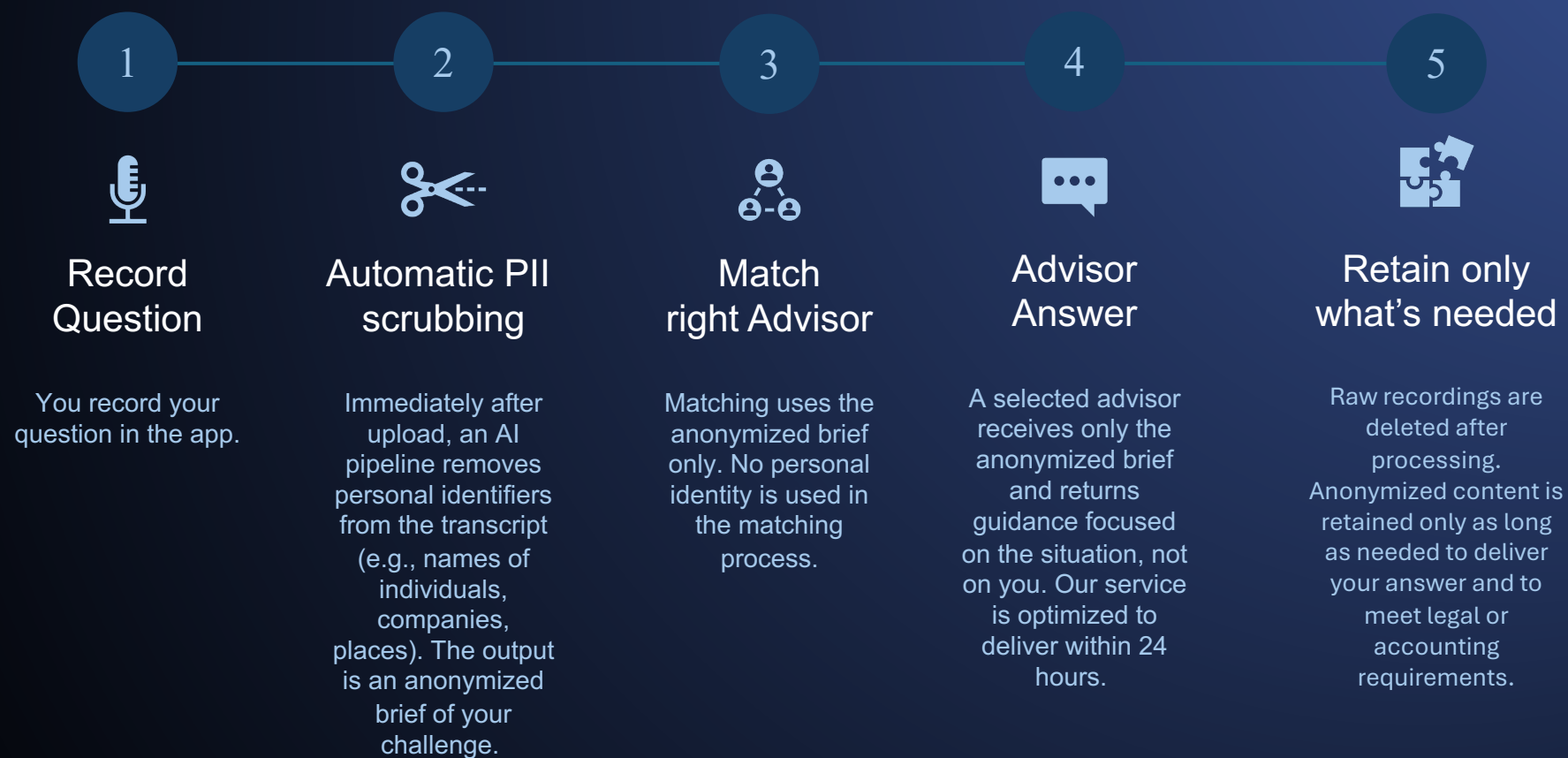
All data is encrypted in transit and at rest.



Verified access only

Only verified users with valid tokens can submit questions.

How anonymity works — end to end



What each party can see



You

Control what you share.

The app reminds you to avoid identifiers and shows you the anonymized view before submission.



Advisors

Receive: anonymized brief of the challenge and context necessary to answer.

Do not receive: your name, employer, contact details, or any direct identifiers.

You can always see, what is shared with Advisors.



Transformation Leaders staff

Have no access to the content of your questions. Operations rely on system-level metadata required to run the service, not on message content.

Safeguards

Technical safeguards

- **Encryption everywhere**
Data is encrypted in transit and at rest using modern cryptography.
- **Strict access control**
Role-based permissions and least-privilege principles restrict system access to operational metadata only.
- **Environment isolation**
Production systems are isolated from development environments.
- **Secure development lifecycle**
Changes are reviewed and tested before deployment, with dependency monitoring and timely patching.



Organizational safeguards

- **Anonymity-first product policy**
Design decisions prioritize anonymity and content minimization over convenience.
- **Advisor obligations**
Advisors interact only with anonymized briefs and agree to platform rules that prohibit attempts to re-identify leaders.
- **No secondary use**
Your anonymized content is used solely to deliver your requested guidance. It is not sold or shared for advertising.

Frequently asked questions

How is my identity kept separate from my question?

Through automatic removal of personal identifiers and a workflow that routes only anonymized briefs to advisors. No identity data is attached to the content that advisors see. Plus, you always see what the advisor will get. Not more, not less.

Do you keep my original voice recording?

No. Raw voice recordings are deleted as soon as processing is complete.

Can my employer or colleagues see that I used the service?

We do not disclose your use of the service to any third party. Advisors receive anonymized briefs only. Internally, platform operators do not have access to your question content.

How quickly will I receive an answer?

The service is optimized to deliver guidance within 24 hours.



For Leaders

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For Advisors

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