LeanActivity Online Game: what is shown, what is stored, when it is deleted

The LeanActivity Online Game is a simulation for Lean trainings. It serves learning in a team, not monitoring the performance or behaviour of individual employees. It is built so that such monitoring is not possible with it (Section 87(1) no. 6 of the German Works Constitution Act, BetrVG).

1. In a workshop (lobby with a trainer)

WHAT	WHO SEES IT
Display name and avatar (freely chosen, a nickname is fine)	Everyone in the workshop
Team points (Lean points) per team and round, ranking of the teams	Everyone in the workshop. This is part of the game: teams compare their factories
KPIs of a team's factory (output, lead time, walking distances)	Everyone in the workshop
Who is at which station	The own team and the trainer

The session is only kept while the workshop runs: it is deleted 20 minutes after the last connection, 2 hours after the final round and at the latest 12 hours after the start. After that there are no results, no export and no evaluation per person. In its overview, LeanActivity only sees how many people are in a lobby and which phase it is in: no names and no points.

2. Solo with a personal code

WHAT	STORED	WHO SEES IT
Name (for the certificate)	Until 30 days after the run ends	The person; the trainer in their code list, to know who has finished
Saved game (to continue on another device; technically it also contains the game points)	Until 30 days after the run ends	Nobody except the person. There is no view for trainers or LeanActivity
Status of the code: open, started, finished, withdrawn, expired	As long as the code exists	The trainer
Certificate: name, training, company, date, verification number, no points	3 years	The person; anyone who knows the verification number can check it; the trainer in their list

Trainers do not see points, rankings, mistakes, play times per round or how often someone played. LeanActivity only sees counts: how many runs have started and finished.

A certificate confirms participation in the training (the run was played to the end), not performance.

3. What does not happen

- No tracking, no advertising, no analytics tools, no tracking cookies for participants.
- No disclosure to third parties apart from the hosting provider Cloudflare (data stored and processed in the EU) and the email provider ALL-INKL for account emails to trainers.
- No export of results, no leaderboard across workshops.
- No assessment or ranking of individual people outside the running workshop.

4. Retention periods (summary)

Saved game and name at a code 30 days after the run ends, certificates after 3 years, workshop sessions after at most 12 hours, trainer accounts with the end of the contract. Deletion runs automatically every day.

5. Recommendations for use

- Make participation voluntary.
- For solo codes, a first name or a pseudonym is enough if no certificate with the full name is needed.
- Explain team points in the workshop as a game mechanic, not as an assessment.
- Don't use screenshots of rankings for HR purposes.