



Successfully
work together and learn:

- At a distance
- In virtual teams
- Internationally

My expertise

Virtual leadership

Lead and motivate your virtual team with the right tools. Moderate effective online meetings. Create an atmosphere of trust and team belonging in your virtual team. Communicate with intercultural competency and lead your international projects to success.

Your benefit:

Higher acceptance of virtual teams and virtual leadership – saving travel cost – motivated and high-performing employees – longlasting international success – high project security in virtual project teams



the human factor offering:

On-site training courses, coaching & consulting, interactive webinars, blended learning, workshops, keynote speeches

My expertise

Working in virtual teams

Overcome the distance in international virtual teams.
Avoid costly misunderstandings in virtual teamwork.
Take into account human and intercultural factors.
Use the right communication media.

Your benefit:

Higher motivation and accountability in virtual teams
– effective use of communication media – less
misunderstandings – greater knowledge transfer –
cross-cultural synergies – long-term international
success with highly innovative project teams



the human factor offering:

On-site training courses, interactive webinars,
blended learning, workshops, team building
(also virtual), keynote speeches

My expertise

Intercultural cooperation

Become fit for global challenges through customized intercultural training courses and workshops. Different communication and work habits will become more transparent and acceptable.

General global business training and culture specific training (D, GB, F, USA)

Your benefit:

Effective communication – less misunderstandings – long-lasting and successful international business relations – integrated, motivated, and committed international workforce



the human factor offering:

On-site training courses, interactive webinars, blended learning, workshops, coaching, consulting, keynote speeches

My expertise

Professional online moderation

Ensure effective communication in online meetings and video conferences through professional moderation. Make sure that knowledge is shared in interactive online training sessions – even on a global level.

Your benefit:

Well-structured, effective and activating web conferences – innovative virtual collaboration – higher transparency in virtual meetings – internal knowledge transfer through interactive webinars while saving travel cost at the same time – as trainer: extending your offering through modern training methods



the human factor offering:

Interactive webinars, coaching & consulting, blended learning, on-site training courses, workshops

Trainer for virtual leadership & teams, global business und virtual moderation

Gudrun Hoehne

- Trainer, consultant, coach, and speaker since 2010
- Founder of the company the human factor in Munich
- 20 years of business experience in international companies in the areas of marketing, sales, and training
- German nationality, experience abroad (F, UK)
- Certified intercultural trainer (dgikt)
- EBT® European Business Trainer, Consultant, Coach
- Certified business trainer BDVT
- Further education as online trainer
- Bachelor of Arts (Honours)
European Business Administration



Connect with Gudrun Hoehne
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3 reasons why you should choose Gudrun Hoehne

1. Personal experience
2. Passion & practice orientation
3. Modern learning methods possible

You can count on my long business experience in and with international virtual teams and on my experience as trainer (classroom training and webinars) and speaker.

I bring passion, presence, personal stories and good visual aids in the training room or on stage. Through practice simulations and exercises the training participants get ready for real change.

Preparing customized and flexible training concepts I offer modern virtual classroom and blended learning methods in addition to classroom training courses – to address your company's challenges.





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