

Tobias Wille

MSc in Management of Learning & MSc Business Intelligence & Smart Services



born 10/11/1987 in
Frankfurt am Main, Germany

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languages

german, native
english, professional
french, notions

computer

Microsoft Office
Stata
R
Python
Tableau
L^AT_EX

I am a PhD candidate under the research theme Learning & Work of the School of Business and Economics (SBE) at Maastricht University and affiliated to the expertise centers Education and the Labour Market (ROA) and Educational Research and Development (ERD). I have a keen interest in creating a quantitative feedback loop for learning at the workplace. Let's make this world a better (work-><- learn) place!

education

01/2019–

PhD in Learning & Work



Maastricht University

My research focuses on the conditions that support formal and informal learning activities at the workplace from the angles of the learning sciences, human capital theory and data science (focus on machine learning).

09/2017–
11/2018

**MSc Business Intelligence & Smart Services,
specialization in Business Analytics.**



Maastricht University

Thesis: Towards a sequential system-wide dropout warning tool for employees learning in an e-learning ecosystem (quantitative tasks: data wrangling / application of machine learning techniques / visualization with Tableau)

Courses such as:

- Service Design (smart service design methodologies)
- Business Intelligence for Smart Services (data warehousing, data visualization, process mining, data privacy)
- Business Analytics (machine learning, deep learning, fuzzy systems)
- Descriptive and Predictive Analytics (time series, ARMA models, VAR models, discrete choice models, Bayesian inference)
- Smart Decision Support Systems (various methods, e.g. text mining, database mining)

09/2016–
09/2017

MSc Management of Learning



Maastricht University

HRD degree, combining elements from economics, business, HRM and the learning sciences.

Thesis: Job crafting and the motivation to increase retirement age. Is job satisfaction an underlying mechanism?

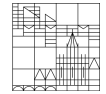
Courses such as:

- Economics of Labour Markets and Human Capital
- Organizational Change and Consultancy
- Organizational Learning and Development
- Theories and Models of Learning
- Selected topics in Strategic HRM
- Supporting Learning at the Workplace

05/2011–
07/2016

BSc Business Studies and Economics
Specialization in Psychoeconomics

Universität
Konstanz



Thesis: The influence of emotions on time preferences.

Courses of specialization:

Perception, Cognition, Learning and Memory, Motivation and Emotion,
Decision Theory, Social Psychology, Game Theory, Personnel Management,
Experimental Economics, Econometrics

09/2010–
01/2011

Courses in Economics

Lund University, Sweden

experience

01/2018–
11/2018

**Graduate Intern in Educational Data Mining & Learning Analytics at the work-
place at an e-learning ecosystem provider**

Developed a method for system-wide learner specific dropout forecasts.

02/2018–
06/2018

**Smart Service Innovation Project with PGGM Investments in Heerlen, The
Netherlands**

Built a smart service for portfolio managers. Developed a technical prototype
aimed at forecasting drought, visualization with Tableau.

09/2017–
01/2018

**Smart Service Innovation Project with the pension fund provider APG in
Heerlen, The Netherlands**

Developed an App which proposes activities via collaborative filtering, similar
to the algorithm Netflix makes use of for their movie proposals.

04/2017–
06/2017

**Academic consultant for measuring the ROI of learning for Orange Belgium
in Brussels**

11/2015–
3/2016

**Researcher in the field of environmental consulting for the Oeko-Institut e.V.
in Freiburg, Germany**

The Oeko-Institut e.V. is one of Europe's leading independent research and con-
sultancy organisations working for a sustainable future.

09/2012–
06/2013

**Data administration in the field of real estate for the Haus & Grund Konstanz
GmbH, Germany**

09/2008–
05/2011

**Running coach for 10km and half marathon races for employees of the cor-
poration Nycomed in Singen, Germany**

2006-2008

**Temporary jobs in the field of environmental consulting in the ESolutions
GmbH, Germany**

Preparation of powerpoint presentations, data administration for CO₂-
certificates of clients via Lotus Notes

hobbies

Yoga, 2 years of experience

Running, preparation for half-marathons

Saxophone, 7 years of experience

Footbag, advanced freestyle player

publications

T. Brohmann, R. Griebhammer, I. Hilbert, T. Wille (2017). Conditions for success of actor cooperations in transformations and system innovations, Freiburg: Oeko-Institut, 2017 (peer review)

Link: <https://www.oeko.de/fileadmin/oekodoc/WP-Akteurskooperationen.pdf>