

Edward A Sommers

Fairfax, Virginia 22032
(240) 426-3147
edwin22va@gmail.com
<http://www.linkedin.com/in/edwardasommers>

Portfolio: edsommers.com

Reengineering learning with clarity, connection, and human-centered design

Dynamic learning development professional with 15+ years designing and delivering transformative training experiences across corporate, nonprofit, and government sectors. Adept at building leadership programs, coaching managers, and creating systems that drive team performance, retention, and culture change. Skilled in leveraging adult learning theory and modern training platforms to inspire learners and improve operational excellence. Passionate about revitalizing the workplace through innovative, human-centered development. *Partnered with top organizations including Booz Allen Hamilton, Merck, JetBlue, KPMG, Deloitte, and Lockheed Martin.*

Core Competencies

- Subject Matter Expert Collaboration
- Instructional Design (ADDIE, SAM) & Curriculum Development
- Microlearning & Blended Learning Solutions
- Operational Excellence & Process Improvement
- Culture-Building & Employee Engagement
- Remote Collaboration & Virtual Facilitation
- Leadership & Team Development
- Learning Management Systems (LMS) Implementation & Administration

Technical Skills

- Articulate Storyline & Rise
- Microsoft Word, Excel, Outlook, Teams, SharePoint
- Learning Management Systems (TopClass, Moodle)
- SCORM Conformance
- Zoom, WebEx
- ChatGPT Prompt Engineering

Key Instructional Design Accomplishments

- **Blended Learning:** Led a multi-year initiative to modernize training offerings by the Centers for Workplace Compliance. Moved the association from solely classroom training to a model that included self-paced online, virtual classroom, and microlearning that increased non-dues revenue and, coincidentally, prepared the organization to transition to digital-first training during the COVID-19 pandemic. *NT Lakis, LLP/Center for Workplace Compliance*

- **First Responder Training:** Collaborated with the National Child Traumatic Stress Network in 2010 to design “Psychological First Aid”, an 8-hour online course to help NCTSN volunteers to understand how and when to provide psychological first aid in the immediate aftermath of a disaster. The course continues to be part of the organization’s curriculum for first responders. *Adayana Government Group*
- **Efficient Patient Movement:** To assist the military’s patient movement clerks using a new web-based application, TRAC2ES (TRANSCOM Regulating And Command & Control Evacuation System), I worked with US TRANSCOM to design a 25-hour SCORM-conformant course for delivery on the AtlasPro learning system. The course increased user efficiency to ensure injured troops receive the medical care they required anywhere in the world. *Booz Allen Hamilton*
- **National Needs Assessment:** Directed a national needs assessment and education plan to reduce Medicare waste, fraud, and abuse working with the Centers for Medicare and Medicaid. The assessment included industry workgroups, focus groups, health plan interviews, and review of existing education materials, as well as emerging technologies/practices. The proposed education plan recommended a blend of traditional in-person and online modalities. *Aspen Systems Corporation*
- **Cybersecurity Plan:** Collaborated with a new outsourced IT service provider to rebuild the NT Lakis’ dated IT infrastructure and implemented all-staff cybersecurity training program. Implemented new IT policies to guide the secure, efficient, and compliant use of technology within the firm, and safeguard its digital assets, data, and infrastructure. *NT Lakis, LLP*

Professional Experience

Volunteer ESOL Teacher

Washington English Center – Washington, DC

September 2025 – Present

- Collaboratively teach English online to adult immigrants, focusing on developing communication skills in speaking, listening, reading, and writing.

Freelance Instructional Design Consultant

Self-employed – Fairfax, VA

January 2025 – Present

- Design and develop instructor-led, e-learning, and job aid training to support company-wide policy and procedure rollout.
- Partner with leadership to create tools and systems that improve manager performance and team alignment.
- Introduce modern learning strategies to enhance retention, efficiency, and service culture.

Chief Operations Officer (training, IT, and cybersecurity oversight)

NT Lakis, LLP / Center for Workplace Compliance / Employment Advisory Services, Inc. – Washington, DC

March 2022 – June 2024

- Oversaw IT system redevelopment and cybersecurity compliance for legal and consulting firm.
- Collaborated with external security consultants to respond to client IT assessments and meet requirements.

Director of Education and Training

NT Lakis, LLP / Center for Workplace Compliance / Employment Advisory Services, Inc. – Washington, DC

March 2014 – February 2022

- Redesigned classroom course materials to include visually compelling presentations and relevant, engaging activities, as well as incorporating adult learning theories.
- Designed leadership- and employee-focused courses integrating emotional intelligence, team performance strategies, and culture-building.
- Led LMS implementation and created easy-access digital learning systems for leaders and frontline staff.
- Developed microlearning and quick-reference tools for leaders in retail, transportation, airline, pharmaceutical, and consulting sectors.
- Trained new staff and oriented new course development vendors.

Additional Relevant Experience

Held additional leadership roles at Business Community Synergies; Carney, Inc.; Booz Allen Hamilton; Adayana Government Group; Vertex Solutions; Aspen Systems Corporation; and Northrup Grumman Information Technology.

Education

George Mason University – Fairfax, VA

Master of Education, Curriculum & Instruction

Carroll University – Waukesha, WI

Bachelor of Arts, Communication