 Michael Sousa is the Director of Audiovisual and Learning Services at Pragmatics, Inc based out of Reston, VA. He currently leads Pragmatics horizontal and also serves as a Technology and Learning Consultant to Pragmatics customers in the training area. He has been involved in Distance Learning (DL) area since 1997 when he was tasked to start the DL Practice at GTE Government Systems. His focus was in areas of content development, simulations and classroom technologies to include Learning Management Systems (LMS) and Video teleconferencing (VTC) for Federal and DoD clients such as the US Army and USDA.

Mike left GTE in late 1999 and joined a small technology company called mGen that provided Learning Management System (LMS) software, Video distribution products and classroom technology solutions/installations to DoD, Commercial and Higher Education customers. He worked with the company's principles to grow the Army Classroom XXI program which expanded to other DoD Active/Guard, Civilian and higher education accounts. In 2002 mGen stood up an LMS environment in the USDA's Office of Communication Office which supported a Congressionally mandated *Fraud, Waste and Abuse Program* . This program won an EGOV award for the USDA Risk Management Agency(RMA) PM which resulted in over 2,700 USDA Inspectors trained/certified in every U.S. county in a mere 8 months. While at mGen, Mike also consulted and managed contract with EDS to install and integrate a Learning Management System (LMS) to support 800,000 users for the Navy marine Corp Intranet (NMCI) and, at that time, was one of the largest LMS deployments in the world.

In 2006, Mike joined Pearson Government Solutions where he utilized the Pearson resources and access to Subject Matter Experts (SMEs)/authors that supported the design and development of a US Air Force Leadership Development Program for Air University at Maxwell AFB. This program was an integral component of an accredited, online Masters Degree offered by Air University. While at Pearson, Mike architected a solution for the USAF to support a Web based E-learning (WBES) program for the Royal Saudi Air Force. The project included fielding an enterprise LMS and LCMS collaboration server, video teleconferencing and classrooms that distributed over 2500 hours of content development for the School of C4I.

In 2011, Mike joined Pragmatics where he supported the Army Enterprise Classroom Program (formerly Classroom XXI). That initiative included a design upgrade to a digital baseline to comply with the Army's TRADOC 2015 vision for training, resulting in over 1400 classrooms, auditoriums and training environments that supported simulation, gaming and communications.

Mike has worked research projects with the Advanced Distributed Learning (ADL) initiative and is a leader in using technology solutions to improve the learning experience. He has a Bachelor of Science degree in Business Management and Computer Science from Springfield College and a MBA in Contracts and Acquisitions from Western New England College (Hanscom AFB site). He is a graduate of Raytheon's Management training program and has several certifications in learning technology and audiovisual products.