



DALLAS COUNTY

MEP

MANAGER EFFECTIVENESS PROGRAM

LEAD • MANAGE • DEVELOP • SUCCEED



The **Manager Effectiveness Program (MEP)** is Dallas County’s mandatory leadership development curriculum designed for managers and supervisors. The program provides required training on workplace compliance, employee management, leadership effectiveness, and County policies to help leaders successfully navigate their responsibilities and support a high-performing workforce.

MEP LEARNING ROADMAP



WORKPLACE COMPLIANCE

COURSE	FORMAT	AVAILABILITY
Preventing Discrimination, Harassment & Retaliation (Sec. 86-781 – Harassment Policy)	Self-Paced	✓ June 2026 (2nd Week)
Employee Standards of Conduct (Sec. 86-751)	Self-Paced / Virtual Instructor Led Training	🕒 August 2026
Civil Service Grievance Procedures (Art. VIII – Sec. 86-1001 et seq.)	Self-Paced / Virtual Instructor Led Training	🕒 August 2026
Employment Law for Leaders	Virtual Instructor Led Training	🕒 October 2026



WORKPLACE MANAGEMENT

COURSE	FORMAT	AVAILABILITY
Attendance & Leave Management (Sec. 86-391 to 86-400)	Virtual Instructor Led Training	🕒 October 2026
Managing Intermittent FMLA Leave and ADA Accommodations	Virtual Instructor Led Training	⋯ TBA
Performance & Corrective Action Model (Sec. 86-971 et seq.)	Virtual Instructor Led Training	🕒 November 2026



MANAGER EFFECTIVENESS

COURSE	FORMAT	AVAILABILITY
Hiring, Classification & Recruitment Compliance (Sec. 86-31 et seq.)	Virtual Instructor Led Training	✓ July 2026
Building a High-Performing Team (Code-Aligned Management Practices)	Instructor-Led Training	✓ July 2026
Managing Difficult Conversations & Conflict Resolution (Linked to Sec. 86-975 – Corrective Action)	Instructor-Led Training	✓ July 2026

★ STATUS GUIDE ★

- ✓

Available
- Open for enrollment
- 🕒

Scheduled
- Future release date assigned
- ⋯

TBA
- In development

★ IMPORTANT INFORMATION ★

- Courses/Offerings will be released throughout the year.
- Enrollment dates will be published in Oracle Learning.
- Check the MEP learning path regularly for updates.

HUMAN RESOURCES – TRAINING & DEVELOPMENT