

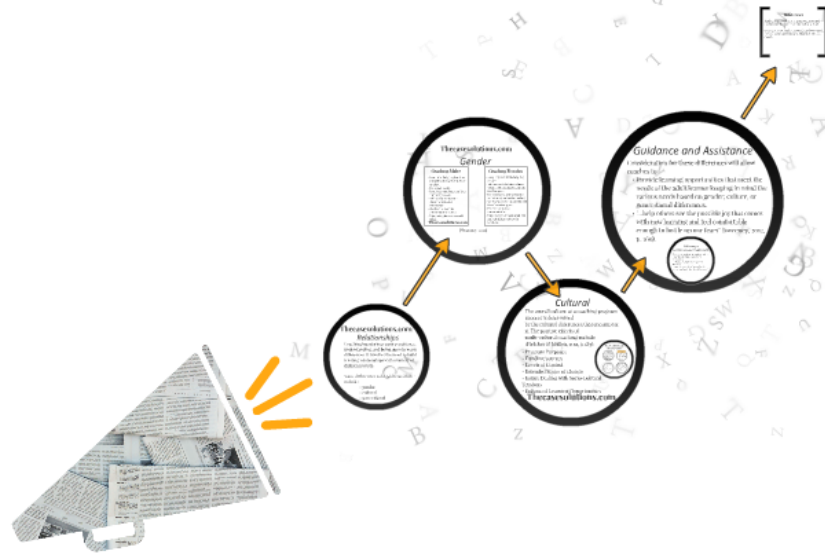
Masonite International Corporation (A): Trouble at the Door?

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Masonite International Corporation (A): Troubleshooting at the Door?

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Relationships

Coaching/mentoring requires patience, understanding, and being open to many differences. It involves the need to build trusting relationships with a variety of different people.

Some differences to be addressed here include:

- gender
- cultural
- generational

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Gender

Coaching Males

- Don't offer "help," explain how you will work together to find a solution.
- Use action words.
- Don't interrupt; listen and then address his needs.
- Address the main point; eliminate unneeded information.
- Shoulder to shoulder communication is best.
- Enjoy being alone at stressful times.

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Coaching Females

- Accept any and all the help they can get.
- Address multiple issues at once (what it will accomplish and who it will impact).
- Interruptions confirm that they are listening and understanding.
- Needs ample times to sift through the information given.
- Prefers face to face communication.
- Enjoys talking through problems and verbalizing options for solutions.

(Sweeney, 2011)

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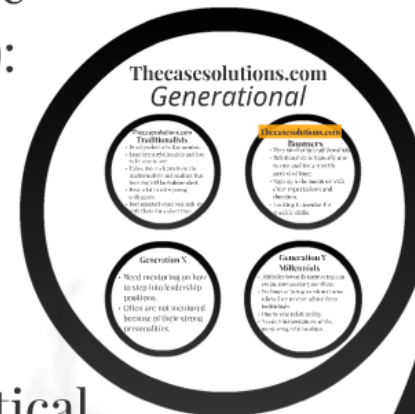
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Cultural

The overall culture of a coaching program success is determined by the cultural differences that encompass it. The positive effects of multi-cultural coaching include (Fletcher & Mullen, 2011, p.189):

- Program Purposes
- Funding Sources
- Levels of Control
- Intended Scope of Change
- Issues Dealing with Socio-political Tensions
- Enhanced Learning Opportunities

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89):

Thecasesolutions.com *Generational*

Thecasesolutions.com **Traditionalists**

- Don't prefer to be the mentee.
- Long term relationship and has to be one to one.
- Takes time to learn from the traditionalists and realizes that learning will be independent.
- Have a lot to offer young colleagues.
- Feel rejected when you only stay with them for a short time.

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Boomers

- Very similar to traditionalists
- Relationship is typically one to one and for a specific period of time.
- Sign up to be mentors with clear expectations and duration.
- Looking to mentor for specific skills.

Generation X

- Need mentoring on how to step into leadership positions.
- Often are not mentored because of their strong personalities.

Generation Y Millennials

- Attitudes towards mentoring can create unnecessary conflicts.
- Feelings of being mentored arise when they receive advice from individuals.
- One to one relationship.
- Needs interpretations of the mentoring relationships.

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