



Respect the Past, But Don't Live There

There are moments that don't belong to the present. They show up unexpectedly—through a conversation, a familiar process, or even the way things “used to be done.” In business, just like in life, nostalgia has a way of pulling us backward and sometimes, that's not a bad thing. Like an old 80's song that takes you back to a simpler time.

In business, I think about the early days—when relationships drove everything. Deals were built on handshakes. Communication was direct. Expectations were clear. There was a rhythm to the work, a simplicity that, looking back, feels almost perfect.

Much like growing up, we didn't realize how good certain things were while we were in them.

That's where nostalgia starts. In business/work, nostalgia can show up as pride. Pride in how we built something. Pride in the way we treated customers. Pride in the standards that defined us. Those are the things worth holding onto. But nostalgia can also quietly turn into resistance.

Because the truth is—business doesn't stand still. Schedules change. Work environments evolve. Technology (AI) reshapes everything and perhaps most importantly, generations shift.

What motivated people 20 years ago doesn't necessarily motivate them today. The way customers buy, communicate, and make decisions has changed. The tools we rely on now didn't even exist not long ago. And yet, it's easy to catch ourselves saying: “That's not how we used to do it.” That mindset—if we're not careful—can hold us back.

The challenge for people, especially those of us who've been around long enough to remember when, is finding the balance between experience and adaptability...Because experience matters.

There's real value in “old school” thinking—accountability, work ethic, relationship-building, and pride in doing things the right way. Those principles are timeless. But the methods? Those have to evolve. Being open to change doesn't mean abandoning what made you successful. It means being willing to translate those values into a new environment. It's not about replacing the past. It's about building on it.

I've come to believe that the best leaders aren't the ones who resist change, and they're not the ones who chase every new trend either. They're the ones who can say: “We respect where we came from—but we're not limited by it.” Because just like in life, nostalgia in business should serve a purpose. Not as a place to live—but as a reminder of what matters. And maybe the real goal isn't to recreate the past... It's to make sure that what we're building today is something worth remembering tomorrow.

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