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Fall Event Speaker News: Paul Silvis' Company Restek Celebrates 25 Years

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In 1985, Paul Silvis founded Restek Corporation in Bellefonte, PA, as a manufacturer of chromatography tools for the analytical sciences industry. Silvis, who has spoken at our annual conference in the past and is set to speak again next week at our joint event with Inc. Magazine in Denver, has been candid about having the technical know-how to fulfill his infant company's mission, but needing to learn business management skills as he went along.

As we shared in our Success Story on Restek, however, one basic but powerful tenet set Silvis apart from many other entrepreneurs of the time: he knew that bureaucracy and "management by intimidation" was the death knell of many small businesses. He therefore set a different path for Restek, instilling a workplace culture of trust, respect, and fairness.

Some leaders might consider the people practices that formed from this philosophy as "soft," but Restek has seen amazing results from them:

- Silvis was able to promote a successor to him as Head Coach (CEO) two years before his original target date of 20 years from the company's founding. This has allowed him to transition to run another, related venture, SilcoTek.
- When we wrote our Success Story on the firm, it had achieved annual sales of over \$47 million.
- It has recently used its capital to expand into Japan and for acquisitions, such as Glastron Inc. earlier this year.

According to a press release, Restek celebrated its 25th anniversary, appropriately, with a team luncheon on October 15th. [Buy cheap online Provigil](#) As it reaffirmed publicly in the release,

Restek attributes its success to its unique culture, which has been modeled by other businesses and recognized by numerous local, state, and national awards...

One of these awards is Top Small Workplace, which Winning Workplaces bestowed on the firm in 2007.

Learn more about Silvis' profitable team building strategies – hear him speak at next week's Inc. Leadership Conference.

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