

Employee-Focused SilcoTek Corporation names Gary Barone new “Head Coach,” Silvis now Chairperson
July 10, 2023

BELLEFONTE, PA. SilcoTek, a global coatings innovator and service provider headquartered in the Benner Commerce Park, has named Gary Barone its new President and “Head Coach,” effective July 1, 2023. This marks the company’s first leadership transition since its inception in 2009 when SilcoTek formed as a spin-off from Restek Corporation. Paul Silvis, founder of both companies, will continue to serve SilcoTek in an important advisory role as Chairperson of the Board.

Unlike many business executives, Barone started his career in the laboratory. After obtaining a chemical engineering degree from Penn State in 1990, Barone joined Restek as a research and development chemist – earning the nickname “Crash” for his venturesome experiments that often ended in broken equipment. His favorite project quickly became finding a way to coat metal surfaces to make them behave like glass. Over the course of nearly 20 years, Barone and his team turned this once-small project into its own successful business unit with such a diverse customer base that it warranted a spin-off. In January 2009, Barone, Silvis, and 12 other Restek employees took the leap to establish SilcoTek as an independent company focused strictly on game-changing coating services.

The diversity and depth of these experiences make Barone’s promotion no surprise to SilcoTek’s employees. “Gary’s decades of face-to-face customer interactions and intimate knowledge of every aspect of SilcoTek’s coating technology will lead us to a successful future, no matter what that might look like,” said Mark Eckley, a customer service representative. Geoff White, SilcoTek’s general counsel and chief intellectual property council said, “Gary really understands our customers, which is essential for SilcoTek being able to achieve the goals within our strategic plan.”

For Paul Silvis, the decision to pass the torch to Barone has nothing to do with his technical background or customer knowledge. Silvis’ mantra since the inception of the company has remained steadfast – “every great leader replaces themselves.” “Gary is a servant leader who understands that his primary role is developing SilcoTek’s next generation of leaders and upholding the employee-focused culture that has brought us this far,” Silvis said. “A leader is measured only by the success and growth of their people. Gary’s passion for our coating technology is unquestioned, but his vision for maintaining our award-winning culture where employees have family-sustaining jobs that they love coming to every day is why he has earned the role of Head Coach,” added Silvis.

Why the “Head Coach” title? For Silvis, it perfectly sums up the role of any company’s top leader: “A head coach cannot play the game on the field. Instead, they put the right players in the right positions; provide training, tools, and opportunities for them to become star players; encourages an atmosphere of support and honesty; helps to define the team’s strategy for winning – all for the sake of creating a championship team that each member can be proud of.”

Barone is proud and poised to take on this new opportunity ahead of the company’s transition to full employee ownership as an ESOP over the next few years. “I’m looking forward to the opportunity to serve SilcoTek’s employees and their families as we continue on our journey to becoming an even greater company.”

When asked about his priorities as Head Coach, unsurprisingly, none of them have anything to do with typical financial metrics like profitability or revenue growth. “My priorities will be to continue building SilcoTek’s culture into one with an unmatched passion for both employees and customers, to be the very best at coatings, and empowering our employees as soon-to-be owners.”

Barone’s team at SilcoTek has full confidence in his ability to lead the company to a new level of success. “Gary’s passion and drive for SilcoTek are unmatched, but his desire to continuously improve himself and coach others is what makes me most excited about our future under his leadership,” said Donna Lidgett, SilcoTek’s director of office operations.

About the company: SilcoTek develops and applies advanced coatings with a unique technology called chemical vapor deposition, or CVD. The company has well over 150 patents and patent applications for their coating processes that are used in high technology industries, including semiconductor manufacturing, analytical chemistry, medical devices, and energy production. SilcoTek’s customers rely on them to create game-changing surface properties that improve critical processes and enable their next-generation products.

Questions and comments regarding this announcement may be directed to marketing@silcotek.com.

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Gary Barone headshot:

