

Chapter 248

When Zhang Fan decided to leave the hospital, at Shaohua's house, although Zhang Fan thought not to put pressure on the old man, the old man must care about such a big thing. In the evening, although the old couple can't talk about any sorrow, their former freedom has disappeared and they suddenly want to do millions of business. This is not looking for a way to come in. It was so sudden that the old man couldn't accept it.

Although they regard Zhang Fan as their son, there are some things that must be different between their son-in-law and their son, not to mention their unmarried son-in-law! Zhang Fan originally wanted to find a relative to be a legal person. The old man listened and suddenly interrupted: "don't count on any relatives. I'll do this for you! Anyway, I'm old and have nothing to worry about. "

"Dad!" Shao Hua is a little dissatisfied. Young people always feel that the old man can't keep up with the times. Zhang Fan brightened his eyes and said, "uncle, this legal person has to bear legal responsibility."

"I'm afraid of nothing. Besides, we're very small. I guess you don't trust anyone. I'll help you and keep an eye on it. "

"Yes, listen to your father. If your father hadn't had a bad temper, he might be a retired cadre now!" Shaohua's mother said to Zhang Fan and Shaohua.

"What are you going to do with that. What year is it? " Old Shao Bai glanced at his wife. It was a pain in his heart. Although it was his family, he didn't want to mention it again.

The old lady knew she couldn't help and left muttering " In this way, I'll help you stare. I don't understand the others, but there's still no problem showing you a door. " Shaohua's father said.

"Dad!" Shao Hua took her father's arm. She was ready to be a legal person, because Zhang Fan could not be a legal person. First of all, the Health Bureau would not agree.

"Well, there's not much that can help you when you're old. Since we've talked about this, the three of us have talked about it. Although I'm not very clear, I've listened to you for a long time. The three cobblers are better than Zhuge Liang. No, let's talk about it. What rules do you have now? "

"I'm going to specialize in hand and foot surgery that no one does in public hospitals, with some sports medicine. After all, sports medicine has been advertised, and now it's a little better." Zhang Fan said

after thinking about it.

"It's up to you to make your own decisions. You can make up your mind to do professional things. You don't have to listen to anyone's opinions. I think you should understand very well. How do you do this business? You have so many shareholders. Do you still follow the previous salary or system? "

"Well! Shareholders will pay dividends at the end of the year in proportion, and the salary will remain the same. "

"Well, I'm going to persuade Shaohua to keep some private money. You can't do this. You can't do these friends and colleagues in the hospital. If you don't do well, you'll end up turning against each other." Lao Shao said solemnly.

Lao Shao usually gives Zhang Fan the impression that he is a somewhat stubborn retired old man. He plays chess when he has nothing to do. He is also very enthusiastic to help his neighbors and friends with anything at home, but he has never shown any great skill or long-term vision. But Zhang Fan doesn't understand this today.

"It should not be. There are many causes of this disease, and it is already a mature industry." Zhang Fan said in wonder. After all, he is still young.

"I'm not talking about this industry. I'm talking about supermarkets and restaurants. Look at the streets. Why are there good and bad? Moreover, you are a partnership. If you don't have a reasonable system, it will be absolutely yellow. " Lao Shao said positively.

"If you tell me what you know, it's over." Although the old lady is in the kitchen, her ears are always branching and caring.

"Hi! You're all right, just sit on the sofa and come over! " The old man's momentum just established was lost by his wife.

"Dad, just tell us. We don't understand. Zhang Fan is actually very tangled." Shao Hua shook his father's arm. The old man was satisfied, and his former glory seemed to have returned.

"This business is not about drinking and eating. It has interests. Once interests are involved, unreasonable rules and regulations will be a big trouble for a long time. Not to mention the others, your system can be done by boss Ma, but you can't. why? Let me tell you. " Lao Shao drank tea and lit a cigarette.

Then slowly, like recalling again, when the smoke filled his face, he opened his mouth: "in those years, our farm was the most powerful farm here, with many large machinery, cultural people and

intellectuals. We worked together, but the glory was a few years, and then began to decline, faster and faster, and finally decline."

"Why is it like this? In fact, it is an interest. At the beginning, everyone is on the same starting line and works together. We can do more and less. After a long time, people who have no selfishness begin to pull things into their small home. Leaders also start to eat and drink. A good farm makes people panic and precarious."

"What does this have to do with the hospital?" Shao Warner asked stiffly.

"Don't interrupt, uncle. Go on." Zhang Fan heard something.

"This people's heart can't stand consideration, especially in your partnership business, who does more and who does less, who takes more and who takes less, we should plan the rules and regulations in advance. Doing business is doing business, and friends are friends. We must distinguish clearly. If we can't distinguish clearly, there's nothing in the end. If we lose money, friends turn against each other."

"What do you think should be done?" Zhang Fan asked.

"First of all, I agree with your partnership to let doctors take shares. Moreover, you are not a small boy. You put more than one million into it. This is very good. If you are reluctant to get it, you can't get it. You have the most shares and good technology. This voice is established."

"Why do I agree with you to let the doctor take a stake? It's more said. First of all, this is a technical unit. These people don't have a stable tie. They don't count on friends and face. Everyone has to eat to support their family, so the most reliable thing is interest. But you still follow the old rules. "

Zhang Fan picked up the kettle on the table, filled Lao Shao with water and listened carefully to Lao Shao's words.

Lao Shao Yue said, "since we are doing this business, we should do it well. We can't be confused. Otherwise, we don't know how to die. First of all, we don't have much money. We can't compare with boss ma. He can hit people with money. We can't. we can only use the future and expectations to give everyone confidence. The first step is to reduce everyone's salary to a popular level in the market."

"What if everyone doesn't want to?" Shaohua asked.

"There must be dissatisfied people, but as long as we attract most people, we are not afraid. Why do I agree with your plan to buy shares? It's good to upgrade a group of workers to the position of boss, but there can only be one voice in this business, that is you. This must be clear. "

"It's also necessary to reduce the salary to the public level. First, it can relieve your financial pressure. Second, it can give them room to rise. The salary can be reduced, but the bonus can be increased. The bonus is linked to work, and then dividends. We don't do anything. One point a year, one point a month

in the early stage. When everything is on track, There's no problem with one point in another year or one point in two years. "

"What if someone disagrees?" Shao Hua asked naively.

"Easy, let's go! As long as we win over most people and retain top technicians, it's hard to find others. After becoming a shareholder, these people can first take this business as their own business, improve their work efficiency, reduce wages and increase bonuses, which can better reflect the benefits of more work and more pay. It's impossible to eat from a big pot! One bonus a month in the early stage. This dividend is definitely higher than the bank interest. In this way, everyone has power. Moreover, you should say in advance that you want to enter or withdraw if you want to! There are benefits, there are risks. You can't bear all the risks alone. It's not business, it's charity! "

"Well!" Zhang Fan's words came down in a cold sweat. This is not buying and selling instant noodles. This is a unit with dozens of people and involves a lot of things. Zhang Fan realized that this thing is not simple at this time!

Looking at the suppressed Zhang Fan, Lao Shao also looked proud!

"Well, how should we start?"

"This is simple. During the meeting, Grandpa Mao has taught us this thing early. Hold an internal meeting, talk about difficulties first, and scare away a group of people with weak will. These people who swing left and right are the most terrible. They brake when the wind is downwind, and they are the source of rebellion when the wind is upwind. "

"Then what is as like as two peas, which is exactly the same as your operation, is a dominant idea, and business and business are not always entertaining guests, but what is it? Either the east wind overwhelms the west wind or the west wind overwhelms the east wind. We must unite these people on one goal line. "

"The next step is the simplest. Specify some systems and brakes that must be strictly implemented. For example, how much you pay for an operation and how much he pays for an operation must be written clearly and in detail."

"Finally, it's also the most difficult. It's also our short board. Contact with major management departments. Uncle has no ability and can't help you!" The old man's impassioned tone finally fell down.

"Uncle, look at what you said. It's already very powerful. I'm like clearing the fog. Now I finally have a clue. I'll find a way to contact this department. "

"Well, there are also shortcuts. Let's think of a way that doesn't matter. " Lao Shao had a sly smile on his face.

"Dad!" Shaohua is dissatisfied.

"Ah! The woman is too big to stay!" Lao Shao looked at his daughter and felt a little dissatisfied, but he couldn't help it. "This way is to invite a retired person from a relevant unit and give him a position to contact these things. It's best to be a person who once had some energy. There is a big difference between being familiar with the head and not being familiar with the head. "

"Moreover, whether it's a hospital or a supermarket, it's a business in general. It can't be a group of stagnant water and a group of harmony. This is not a nursing home for the elderly. There must be competition and elimination, born of hardship and dying of happiness. "

"Well! I see. " Zhang Fan was too surprised. "The old man didn't see it. He's still such a powerful person!"

In the evening, the old couple were lying in bed. Shaohua's mother asked anxiously, "what's the matter with Zhang Fan?"

"I guess it's hanging!"

"If you don't stop me, you can help me out!"

"Hanging is hanging, but not necessarily not."

Shaohua's mother doesn't understand.

"Zhang Fan's mind is still on his operation and such a big business, but he still doesn't want to leave the public hospital, which means he doesn't go for money. Second, there is also a running in process between people. As long as they can survive for a year, the business will be successful. Third, I can't see through this boy more and more. He has too much courage. How can he have so much confidence! "

"Ah! When you say that, my heart is hanging, and I don't know whether it's a blessing or a curse! "

"What can she do? She chooses her own way. She walks with laughter and tears. She has to go. Who let her choose her own way! It's really not easy. It's safe. Isn't it good to be simple! I have to choose such a right and wrong leader! "

"Don't tell Shaohua that."

"I'm stupid! Now that we have chosen, let's fall down and find a way to help! Ah, I'm old. I won't worry again! "

"Just steal the music. This legal person is also estimated to be a department level cadre!"

"Department level! Go to sleep. You'd better think about what to cook tomorrow! " The old man doesn't

want to talk!

Zhang Fan also has a sad face. Lao Chen and Li Liang sit together. Zhang Fan is now discussing the problems to be solved with his core team.

First, without senior doctors, boss Ma left, and experts at the bird market and director level left. To tell the truth, these people can't be hired with a little money, and big money Zhang fan can't afford it.

"Without senior doctors, the operation can't go on. The Health Bureau closes you every minute. " Zhang Fan said.

"Brother, can't you invite an expert from the municipal hospital?" Li Liang said.

"It's going to take a lot of trouble. I have a candidate." Lao Chen said with a bright eye.

"Huh?" Zhang Fan looked at Lao Chen suspiciously.

"Master, do you remember Nur?"

"How could you forget, you said him? Now that he has retired and is providing for the aged at home, he should not come to the tea vegetable market! "

"I can definitely come. I don't expect him to work. I just want to sign. The children in his family are not good at it. His retirement salary is estimated to be divided up the day he gets paid. If you give me some money and don't do anything, he will definitely come. " Lao Chen affirmed.

"Then contact me or you." Zhang Fan asked.

"Master, you'd better contact me. After that, you'll be the person who talks and matters. There's Li Liang. Don't call the director or the dean in the future." Lao Chen took Li Liang and said Zhang Fan, which means that Zhang Fan sometimes has no shelf! This is the adult world. There are no fairy tales here, but naked repression up and down!

"Well, OK, I'll pay attention." Li Liang hasn't spoken yet, Zhang Fan said hurriedly.

"What's next is the work of this department. I want to be divided into two or three groups." Zhang Fan said.

"What are you doing in groups?" Li Liang doesn't understand. After all, he is young and has worked in public hospitals for a short time. He doesn't understand very much.

"Yes, I was going to give you some advice. Grouping is necessary, otherwise everyone will eat and die in less than three months. Moreover, in this group, master, you must grasp the personnel distribution. It's best to have three groups. Two groups can't. There are too many people. If we do a good job, there will

be a boss to dig people. We're not afraid to dig one or two. Even if we dig one group, it will be troublesome. Simply disperse the personnel. Once there is competition, The people below just want to rebel and have no momentum! "

There is nothing wrong with what Ma Laohua said. Lao Chen has stayed in the county hospital for decades. The right and wrong here are very clear. He really takes Zhang Fan as a master, otherwise he would never say this.

"Well, I think so ~!" In fact, this is Zhang Fan's thought of Lao Taishan. Zhang Fan just used it.

"The salary is the end of the staff. Now the salary level of doctors is a little stressful. I want to reduce the basic salary, increase the bonus, and then pay dividends every month. What do you think? "

"That's it, or everyone will have no pressure." Anyway, Li Liang couldn't figure out what Zhang Fan said and supported it. This is trust.

"Don't talk about this. When I say it or Li Liang says it at the meeting, you are the one who pays the most money, and Li Liang is the next. You can't say it. It's a little too much when you say it."

"I said!" Li Liang said directly.

"How to say, go back and think about it yourself, practice several times, and then tell me and I'll listen." Although Lao Chen is Zhang Fan's apprentice, Li Liang is actually his apprentice, so when talking, he has a little elder attitude towards Li Liang, but Li Liang is good, and he is not a person who refuses to obey.

"There is also the need for someone to deal with the official. I really don't have an eyebrow." Zhang Fan has no relatives here. It's really difficult.

"Yes, this is our weakness." Lao Chen and Li Liang also meditated.

"First of all, you should take charge of this one first. When you find the right candidate, you can concentrate on clinical practice." Zhang Fan said to Lao Chen.

"OK, I'm afraid of delaying things!"

"Now we only have C-arm, Cr and color Doppler ultrasound, and there is nothing about biochemical instruments. This is also a big problem." Lao Chen thought for a moment and said.

"I've almost contacted you about this matter. It shouldn't be a problem." Zhang Fan said, what's going on.

Zhang Fan contacted Lao Gao's imperial equipment manufacturer yesterday. Other people Zhang Fan were not familiar with. When Zhang Fan was in the hospital and walking, he was too Buddhist. Regardless of the problems of equipment, Li qiongqi had no way to bite his teeth.

But after she received Zhang Fan's call, she immediately flew from the bird market to the tea market. Others didn't know the importance of Zhang Fan, but she knew very well that even if Zhang Fan asked her to buy a toothpaste, she would fly and buy it for Zhang Fan herself.

"Director Zhang, I'm always waiting for your call, and finally I've waited for your greeting." Li Xiao in a suit and a white-collar dress immediately changed her temperament from charming to professional. I'm so good at dressing up.

"It's very kind of you. I have something to ask you this time!" Zhang Fan's attitude is very low.

"Hey, director Zhang, I can't stand it. Don't call me Xiao Li one by one."

"Well, we're all welcome. Well, I bought a hospital and now I lack inspection equipment." Zhang Fan said.

"Well, good thing. What equipment do you want?" As soon as Li Qiong heard it, she was not interested. The equipment of private hospitals was either old goods to be eliminated or old equipment that could not be sold.

"I want a mainstream Cr and biochemical instrument, blood routine and color Doppler ultrasound. There are also some smaller devices. See if you have any." Zhang Fan is also a little chicken thief. He wants to go to the bottom!

"Ho! No wonder director Zhang doesn't like me. You're still a rich man. It's not cheap." Li Xiao looked at Zhang Fan in surprise. Not to mention others, a CR mainstream CR starts at least 2 million! A biochemical, professional biochemical three million start, the key is to start! Even private purchases are not cheap.

Here is the sorrow of China. The mainstream of such expensive equipment are all imported, while the domestic ones are only allocated to hospitals after the state purchases them, and the money is delegated to hospitals. Hospitals absolutely do not buy domestic products. Choose Europe and the United States for more money, meatball countries for less money, and Bangzi countries for less money. These are not enough, so don't buy it and wait for the country to send it!

Private hospitals generally buy some equipment eliminated by hospitals through relationships. It's cheap and easy to use. The price depends on their ability. The way is too deep!

"Have you!" Zhang Fan asked with a smile.

"Yes, both domestic and imported, high-end and low-end." Li Qiong said.

"You see, is this all right? I'll pay the mortgage!" Zhang Fan said,

"Mortgage! This is a little difficult, director. " Li Xiao's excited face directly turned into a rag and wrinkled together. These equipment are expensive. If Zhang fan can't pay it back at that time, what can you do and eat him? So Li Xiao refused directly.

"In this way, if the mortgage doesn't work, then partnership." Zhang Fan has another set. He is going to eat Li Qiong today.

"How about a partnership? In fact, director Zhang, at your current level, just calm down. A few years later, what money can't be made? Why bother so much? There is still the possibility of losing money. " Li Qiong discouraged Zhang Fan on the road she expected.

"Well, how can I lose money? I'll turn my name upside down after I don't get rich." Zhang Fan doesn't know if he has confidence. Anyway, he is talking big and filling Li Qiong with chicken soup“ I also heard from director Gao that President Li came to you because he did a very good job in all aspects. If it's really difficult, I'll find someone else. It's not hard for you. " What caught up was not business. Zhang Fan began to detour.

"Director Zhang, it's not that I don't want to. This mortgage really doesn't work."

"Really not?"

"Really not." Li Qiong regretted her death. She had already let the salesman come.

"Well, partnership. We'll discuss the cost of the inspection when you pay for the equipment. Don't refuse yet. Listen to me. " Zhang Fan looked at Li qiongshu's frown and hurriedly said.

"Now the inspection expenses are reimbursed by medical insurance. Because of the reimbursement, public hospitals have little right to buy the equipment, and you have a lot of competition, right? Moreover, the equipment will be eliminated in three or four years."

"No!" Li Qiong said.

"How big is the competition! How many can you sell a year? It's estimated that you can only sell one in two or three years, right? "

"Yes."

"You see, if the hospital really wants to buy it, it will also buy it produced recently. It will never want it two or three years ago. The price of these equipment will drop for one year. The warehouse cost management and maintenance will not cost money. You might as well give it to me. If these costs can be reduced, they can also produce economic benefits. My hospital has invested millions. Do you think I can be reconciled to its yellow?"

"I'll make a call. Sorry! " Li Qiong went to contact a higher management.

"That's such a thing. Moreover, Dr. Zhang is a knife in the tea market, and the experts of the bird market come to learn from him."

"You should first confirm the strength of his hospital. If you really have strength, it's not impossible. There are several sets of inventory in the warehouse. Although large hospitals don't like it, private hospitals can be allocated as high-end atmospheric equipment. "

"OK!"

After reading the hospital, Li Qiong felt profitable. "Dean Zhang, the hospital is too small! Moreover, the treatment method is too single, and there are not a large number of physical examination customers. The cost is too slow. " Those who dislike are the real buyers! Zhang Fan knew there was a door.

"The hospital is not big, but big hospitals don't want your equipment. Besides, how can there be less inspection? Think about a region with only such a professional hand and foot hospital, how can it lack the source of disease. Besides, physical examination is not our main business. As long as the operation is done well, it can definitely attract a large number of sources of disease. How about it, When we start now, we can enter early and talk about the share. If we are on the right track, there is probably nothing to talk about. "

"We don't want to share the equipment. We directly use the equipment to share in the later maintenance. All belong to us, and then we can contact you with equipment and drugs, which will definitely save you worry. " Li qiongliang the knife.

"It's impossible. What instruments can hand and foot surgery have? It's just a few Kirschner pins, not to mention medicinal materials. It's just some simple antibiotics. There's no medicine. Besides, how many shares do you want to share in your equipment? You also know that this department of hand and foot surgery is mainly composed of doctors. In fact, the equipment is not very important. I just want to be regular. In fact, according to me, a C-arm is enough. "

"Oh, president Zhang, unexpectedly, you are really not simple. We are not careless. We are all employees in this industry. I can't deceive you and you can't deceive me. Take shares, otherwise this matter will not be discussed. " Zhang Fan is still too young. This matter should be discussed with another equipment manufacturer!

"How much do you want to enter?"

"I looked at your hospital, that is, the rent and staff salary account for the majority. I estimated the original equipment, that is, it's three million, and the decoration rent is four million." Li Qiong smiled at Zhang Fan.

"No, you are first-hand merchants. When we buy, we can't buy six million." Zhang Fan's cold sweat came out. This woman's eyes are too tricky.

"Even if it's six million, I'll equip you with six million equipment, and we account for 50% of the shares." It is impossible for a lion to speak without seeing blood.

"Forget it, I'd better try again." Zhang Fan refused directly. He wondered whether to go to Lao Wang's equipment dealer.

"Forty, no less." Zhang Fan is leaving, and Li Qiong is worried.

"Ten percent, what has I not to offer you is six million of the equipment. I have no place to put it, I want the equipment that I want, and you only have the right to pay dividends and financial supervision, and I has the final say." Zhang Fan has stood up. He doesn't have much time. The hospital can't close for a long time, otherwise people's hearts and sources of disease will be lost.

"Zhang, the things you want, the mainstream is a lot, ten percent too little, and you still has the final say, we have no guarantee at all. Let's talk slowly."

"There's no time. At most 15, my bottom line. Do you want to call me? After tomorrow, there will be no chance to cooperate. I'll go first. " Zhang Fan left directly. He suddenly realized that there was only one professional hand and foot surgery in tea vegetable City, but he was not the only instrument manufacturer.

As a result, before noon, Li Qiong's big boss also came. Zhang Fan bit to death and finally signed an agreement according to 18%, with only the right of financial supervision. They are not interested in the scale of the hospital, but Zhang Fan.

Not all doctors are optimistic about Zhang Fan. His technology is good, but the hospital can take it down not only by technology. After three doctors, they are good friends.

Lao Chen was right. On a phone call, Nur came. After retirement, Nur grew old and didn't drink. After seeing Zhang Fan, there was no cheerfulness in the past, only the timidity of an old man. This is the time, this is the reality, like a knife, killing a director of that year turned out to be like this!

Finally, the preliminary work was completed and the hospital opened again!