

WEEKLY NEWSLETTER

008

TGIF Sparks Lively Debate on Office Designs: **OPEN PLAN VS. PRIVATE OFFICES**

By Nancy Ama Sackey, *Staff Writer*



From left to right:
Daniel, James, Tiwaa, Danso, Nayorm, Gideon, Bernard

EVERY STORM IN LIFE PRODUCES A STORY THAT LEADS TO SUCCESS.

Paul Mensah

Date: Monday 19th May, 2025
Time: 5:30 - 6:00 pm
Venue: K&P Office

Wisdom is The Principal Thing

CASE CONFERENCE

SPEAKER
MRS AGNES GERTRUDE OSEI
INNOVA HOLDINGS LTD

Supreme Court No. JH/68/2023. Delivered By: The Supreme Court On 18th February 2025.

DATE: Thursday 22nd May, 2025
TIME: 4PM GMT
VENUE: Auntie Esther's Summer Hut

MODERATOR: Ezekiel Osei

Wisdom is The Principal Thing

EMEA Leadership & Learning

Building Confidence

Date & Time: Jun 12, 2025 09:00 AM in Africa/Accra

Description: This session covers various aspects of confidence, including myths, types and mental models. It provides strategies for managing mental filters, self-talk, feelings, physiology, and behaviour.

Baker McKenzie

Every Storm in Life Produces a Story That Leads to Success – Reflection by Paul Mensah **3**

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TGIF SPARKS LIVELY DEBATE ON OFFICE DESIGNS: OPEN PLAN VS. PRIVATE OFFICES

May 23, 2025 – Auntie Esther's Summer Hut

Report by
Nancy Ama Sackey
STAFF WRITER



The weekly Thank God It's Friday (TGIF) session took a dynamic turn last Friday as colleagues gathered for a spirited debate on a topic that hits close to home for many professionals: Which office layout works best - open plan or private enclosed offices?

The lively session featured two teams going head-to-head, each passionately defending their stance in what quickly became a thought-provoking and engaging discussion.

Team Open Plan: Innovation Through Collaboration

Representing the open office model, Tiwaa, Daniel, and James made a compelling case for the modern, collaborative workspace. Citing that 72% of innovative companies including tech giants like Apple and Google favor open layouts, the team argued that such spaces foster creativity, spontaneous idea-sharing, and team cohesion.

They highlighted how open offices reduce barriers to communication and help build a strong sense of community. Flexibility and cost-effectiveness were also central to their argument, with the team emphasizing how easily open workspaces can be reconfigured to suit changing needs. They closed their case by pointing to a Cornell study showing that exposure to natural sunlight, a common feature in open offices, can significantly boost mood and productivity.



Team Private Office: Focus, Privacy, and Productivity

On the opposing side, Nayorm, Gideon, and Bernard championed the value of private, enclosed offices. Their argument centered on the importance of minimizing distractions, especially for tasks requiring deep concentration. They noted that private offices offer a haven for employees who handle sensitive information or simply need a quiet space to thrive.

The team also raised concerns about health and well-being, pointing out that open spaces can facilitate the spread of illnesses and increase stress levels. Citing Harvard research, they argued that employees in private workspaces report higher satisfaction and retention rates. For introverts or roles requiring solitude, they concluded, the private office remains unmatched in offering a balanced and focused environment.

...two teams going head-to-head, each passionately defending their stance in what quickly became a thought-provoking and engaging discussion.





**OPEN PLAN OFFICES
VS
ENCLOSED PRIVATE OFFICES**

FOR

Daniel Aboagye, Nana Adwoa Tiwaa Amoah, James Quarley

AGAINST

Bernard Akyereko T. Antwi, Nayorm Nyaletey, Gideon Yebbi-Mensah

**PRESIDING JUDGE
Kwasi Danso Amoah**

DATE Friday, 23rd May, 2025
TIME 4pm GMT
VENUE Auntie Esther's Summer Hut

Wisdom Is The Principal Thing
PROVERBS 4:7

The Takeaway: No Clear Winner, Just Great Conversation

While no definitive winner emerged from the debate, one thing was clear: the conversation sparked fresh thinking about how workspace design impacts productivity, employee well-being, and company culture.

As the session wrapped up, the energy lingered, proof that discussions like these are not just about office layouts, but about shaping work environments where people can truly thrive.

Until the next TGIF, the question remains open: Will the workplace of the future be buzzing with shared energy or humming quietly behind closed doors? The debate continues.

Voices from the Crowd: A Hybrid Future?

As the debate unfolded, audience members enthusiastically joined in, sharing personal insights and experiences. Some praised the energy and connectivity of open workspaces, while others vouched for the serenity and productivity that private offices afford.

A recurring theme among contributions was the recognition that office design might not be a one-size-fits-all solution. Several participants suggested that industry type and job function should inform office layout decisions. A hybrid model - combining collaborative spaces with quiet zones - emerged as a popular middle ground.

EVERY STORM IN LIFE PRODUCES A STORY THAT LEADS TO SUCCESS –

REFLECTION BY PAUL MENSAH

May 19, 2025 – Outside The Conference Room

Report by
Abigail Dedo Kpabitey
PIETY REPORTER



Kimathi Partners | A THOUGHTFUL FIRM

EVENING DEVOTION
Prayer | Scriptures | Thanksgiving

Theme
**EVERY STORM IN LIFE PRODUCES
A STORY THAT LEADS TO SUCCESS.**

Speaker
Paul Mensah

Date
Monday 19th
May, 2025

Time
5:30 -
6:00 pm

Venue
K&P Office
(OUTSIDE THE CONFERENCE ROOM)

Wisdom Is The Principal Thing
PROVERBS 4:7

*Paul reminded us that
God's presence is constant,
even in life's toughest
moments.*

Drawing from this passage, Paul reminded us that God's presence is constant, even in life's toughest moments. Like the Israelites, we may encounter situations where we feel stuck or overwhelmed, but those are the moments to trust God completely. Paul emphasized that every storm we face has a purpose, and with faith and obedience, God can transform those challenges into powerful testimonies of victory.

After the sermon, Mr. Armah led a prayer session, lifting our spirits and preparing us for the week ahead.

As is our cherished tradition, we closed by reading Psalm 91, a beautiful affirmation of God's protection and faithfulness before sharing the grace together. We left the session encouraged, assured, and confident that God walks with us through every storm.

The Evening Devotion series continues to hold a special place in the firm's calendar, a quiet interlude where the demands of legal practice give way to reflection, faith, and renewal. It is a moment to remember, as Proverbs 4:7 affirms, that "Wisdom is the principal thing." Yet beyond wisdom, these gatherings remind us of the deep peace, clarity, and strength that come when we bring our burdens before God in prayer.

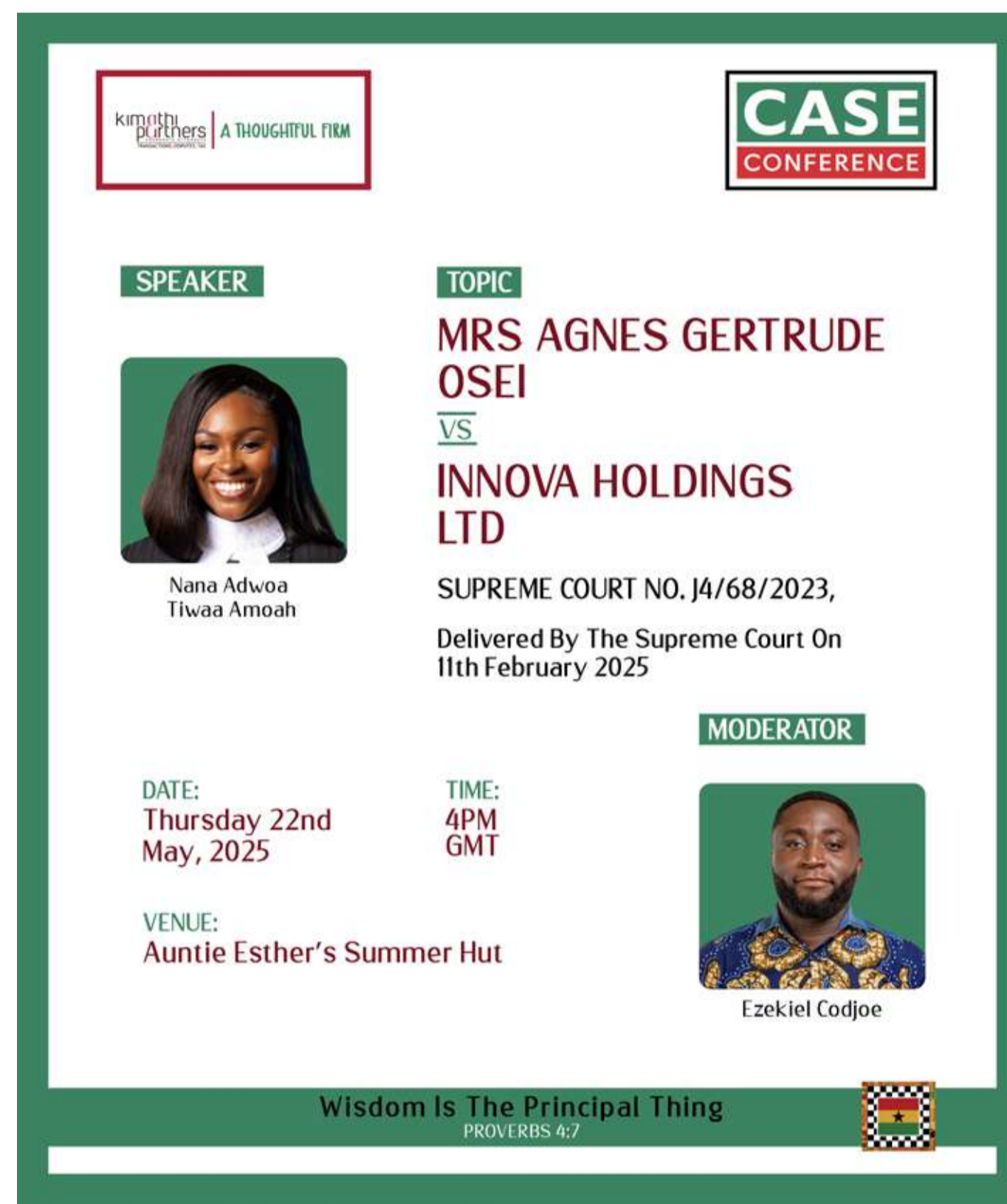
This week's devotion began with Abigail Dedo leading us in prayer. She thanked God for His goodness and mercies and prayed for His guidance as we entered the new week.

Wisdom then introduced Paul, the preacher for the day, to deliver the message.

Paul began with a song of thanksgiving, expressing heartfelt gratitude for God's mercies. Afterward, John read the scripture for the day, Exodus 14:11-16, which recounts the Israelites' journey from Egypt to the Promised Land. When faced with the Red Sea ahead and their enemies behind, they felt trapped and helpless. However, through prayer and faith, God parted the sea, creating a path to safety and destroying their enemies in the process.

TIWAA BREAKS DOWN SUPREME COURT LEASE RULING IN A CASE CONFERENCE MODERATED BY EZEKIEL

May 22, 2025 – Auntie Esther’s Summer Hut



The image is a promotional card for a case conference. It features a green border and a white background. At the top left is the logo for 'kimathi burthers | A THOUGHTFUL FIRM'. At the top right is a 'CASE CONFERENCE' logo. The card is divided into sections: 'SPEAKER' with a photo of Nana Adwoa Tiwaa Amoah; 'TOPIC' with the case name 'MRS AGNES GERTRUDE OSEI VS INNOVA HOLDINGS LTD' and details 'SUPREME COURT NO. J4/68/2023, Delivered By The Supreme Court On 11th February 2025'; 'DATE' (Thursday 22nd May, 2025); 'TIME' (4PM GMT); 'VENUE' (Auntie Esther's Summer Hut); and 'MODERATOR' with a photo of Ezekiel Codjoe. At the bottom, it says 'Wisdom Is The Principal Thing PROVERBS 4:7' next to a small Ghanaian flag icon.

Tiwaa, speaking at this week’s case conference moderated by Ezekiel, unpacked the Supreme Court’s decision in Mrs. Agnes Gertrude Osei v. Innova Holdings Ltd (J4/68/2023) – a case now central to Ghana’s lease and tenancy law.

The dispute involved a 25-year lease for a property in Airport Residential Area. Innova Holdings demolished a five-bedroom house on the property without consent and failed to meet full payment terms. Though the Court of Appeal had reversed the High Court’s ruling for forfeiture, the Supreme Court reinstated it, holding that:

- The lease fell under the Rent Act, 1963 (Act 220).
- Demolition was not “remodelling” as allowed under the lease.
- Forfeiture was valid due to clear breaches.
- Damages exceeding GHS 1.48 million were upheld.

Tiwaa noted the Court’s message was clear: “You can’t disregard lease terms and expect sympathy based on investment alone.” Ezekiel added that the ruling sends a strong signal to tenants who overstep boundaries without consent. The Court also clarified that relief from forfeiture must be formally applied for, not granted automatically.

This case now stands as a landmark affirmation of landlord rights and lease sanctity in Ghanaian property law.

“You can’t disregard lease terms and expect sympathy based on investment alone.”

THE REDBOX: THE QUIET BEGINNING AT KIMATHI & PARTNERS



Ama stepped into Kimathi & Partners on her first day, expecting formality, orientation, perhaps a stack of documents to wade through. What she found instead was something else, something unexpected.

On her desk sat a crimson box, elegant yet simple. A cream card rested on its lid with just one line: “Welcome to Kimathi & Partners. Congratulations! Your journey starts here.”

No instructions. No fanfare. Just a quiet invitation. They called it, The RedBox.

Inside the RedBox — An Unfolding Mystery

The RedBox is new, a gentle whisper among the hum of the firm’s daily rhythm. It is not yet widely spoken of, but it is already making its mark, a ritual the firm intends giving to every recruit, intern, new team member, whether in law or business, administration or strategy.

It is more than a gift. It is a symbol. A tradition in the making. What lies inside is simple, yet

deliberate. Each item carries a meaning, a promise, a story waiting to be told.

The Items and Their Meaning

1. The Firm-Branded Hardbound Notebook

“Let your thinking evolve. Your voice begins here.” This is where ideas are born imperfectly, where your thinking takes shape and your voice finds its start.

2. The Firm-Branded Red Diary

Bound in bold red, alive with the firm’s core values. Inside lies no inscription, but a deeper imprint of the firm’s values – trustworthy, thoughtful, warriors, excellence, winners, very responsive, fruitfulness, community, faith and fulfilment. A quiet companion urging you to carry these values forward in every step you take.

3. The Sleek Flask

Engraved with the firm’s scales of justice, a reminder of balance. It speaks softly: brilliance flourishes only when you nurture yourself, when you balance ambition with care.

4. The Yellow Legal Pad

Bright, open, inviting. This is a playground for your spontaneous thoughts and raw ideas – no rules, no pressure, only freedom. “Write freely. Think boldly.”

5. Two Signature Pens

One Matte Black, One Gold-Tipped - tools of intention and creativity. The black pen holds your strategies; the gold pen, your inspired moments. Together, they remind you that every plan begins with deliberate strokes.

6. The Bookmark with Red Tassel

More than a marker – a declaration. It whispers: This is your chapter. Own it. Your story unfolds here, one page at a time.

A Tradition Just Beginning

No one quite knows who first imagined the RedBox, or when it truly took root. What matters is this:

The RedBox is not a perk. It is a practice. A culture. A quiet legacy of welcome and belonging.

Every new recruit, every fresh face, every hand that joins the firm will find their own RedBox waiting, a container of purpose and possibility.

Before Ama’s internship ended, she left a note: “This box is not just for you. It is about you – your growth, your impact, your journey. Everything you need to begin is already here.”

Because at Kimathi & Partners, this is just the beginning. The first line of your story. The quiet pulse of a new tradition.

ANNOUNCEMENT



Building Confidence

Date & Time Jun 12, 2025 09:00 AM in [Africa/Accra](#)

Description This session covers various aspects of confidence, including myths, types and mental models. It provides strategies for managing mental filters, self-talk, feelings, physiology, and behaviour.

**Baker
McKenzie.**

UPCOMING

EMEA LEADERSHIP & LEARNING SESSION

Topic:
BUILDING CONFIDENCE

Date	Time	Venue
June 12, 2025	09:00 AM	Online

Join us for an engaging session on Building Confidence, where we’ll explore myths, types, and mental models of confidence. Learn practical strategies to manage self-talk, emotions, physiology, and behaviour to show up more confidently at work.

A registration email will be sent soon—stay tuned!

OFFICE *Gossip*

You didn't hear this from me, but word around the office kettle is that some of our dear colleagues have officially entered their "Lockdown Era"; and no, it's not what you think. Apparently, a few staff members have taken their bottle-protection game to a whole new level. We're talking big padlocks, heavy-duty chains – basically Fort Knox for their favourite water bottles – chained to desks and combo locks. Why, you ask?

Well, sources close to the hydration drama reveal a rather... domestic twist. It turns out these tumblers are not leaving the office not even for a weekend getaway. Why? Because their significant others at home have developed a mysterious obsession with the office bottle. Rumour has it, once that fancy bottle enters the house, it sublimates into "shared property", never to be seen again.

A staff member confessed that his bottle went missing for three days... only to discover it chilling in a gym bag, with his significant other's smoothie in it. Another nearly cried when he found his bottle filled with boiled ginger water – it had been repurposed for herbal therapy without his

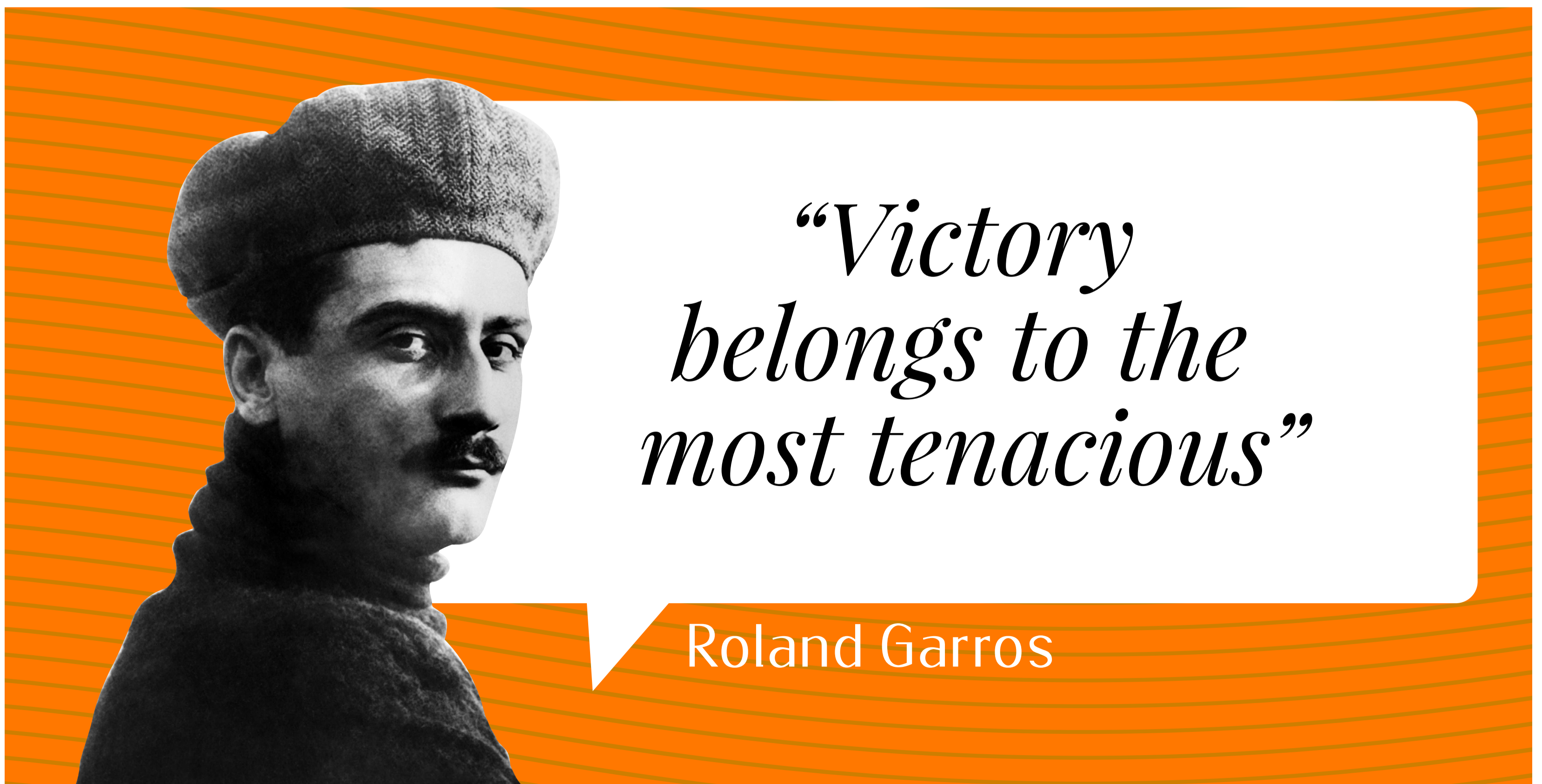
knowledge and consent. Let's not even talk about the bottle that showed up on a family group chat being used as a baby's rattle.

Therefore, for survival purposes, our colleagues have resorted to fortress tactics. "If home can't be trusted, at least the office desk can," one said, clutching his bottle close to his heart like a prized pet.

One unlucky warrior reportedly came in parched on Monday – his bottle had been "borrowed". Another was spotted whispering to his bottle like it was a long-lost lover: "Don't worry, you're safe here."

So now, we have an unspoken policy: "Lock it, or lose it." If you see a bottle chained to a desk, don't be alarmed. It's not office theft paranoia. It's just someone trying to avoid a thirsty Thursday!

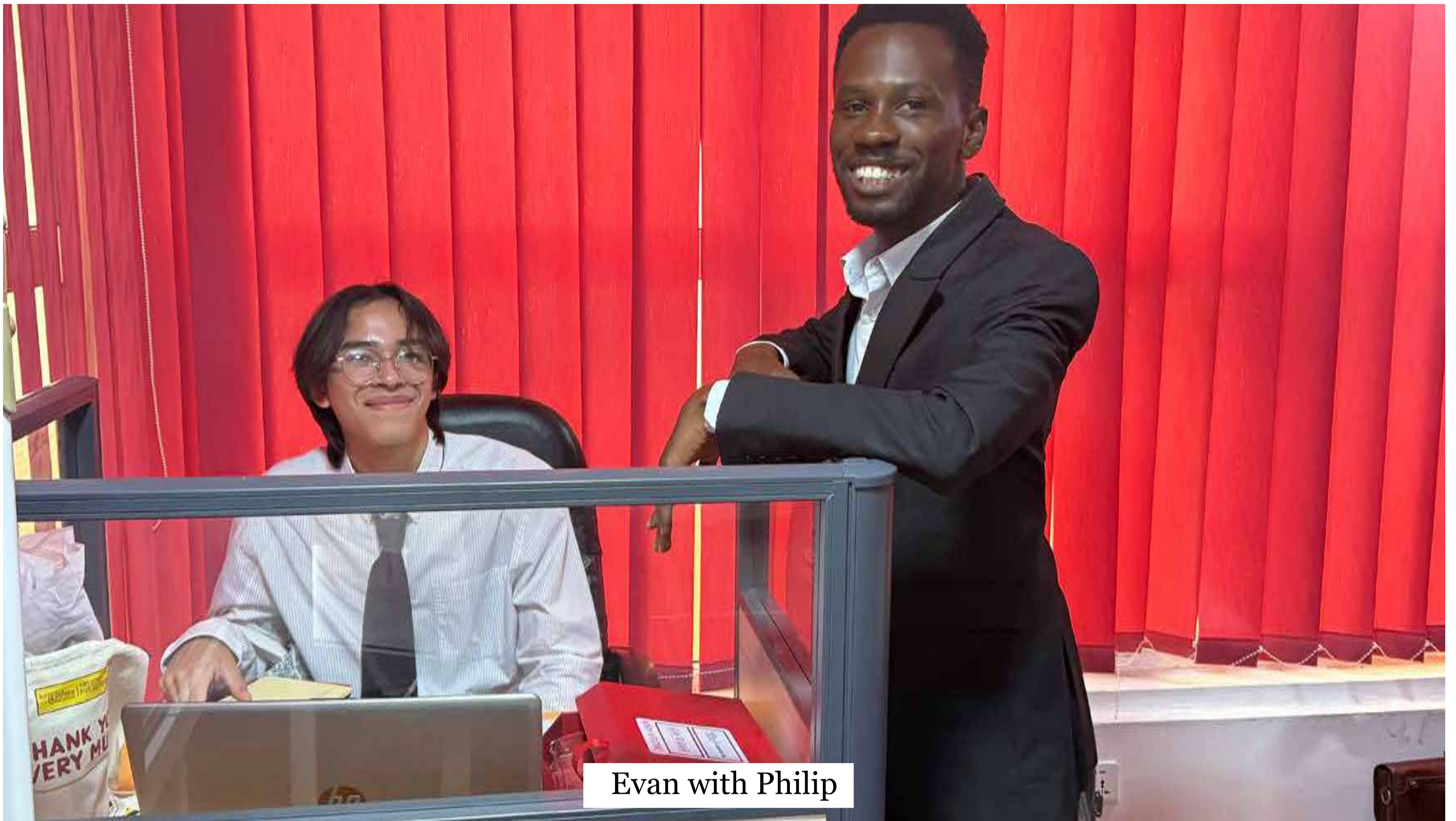
Stay hydrated, and more importantly, stay sneaky. #HydrationNation #BottleWars #OfficeSecrets



*“Victory
belongs to the
most tenacious”*

Roland Garros

A DAY IN COURT AND BEYOND: A 15-YEAR-OLD EVAN ROCHAT'S INTERNSHIP EXPERIENCE



Evan with Philip

On Wednesday, 21st May 2025, Kimathi & Partners welcomed 15-year-old Evan Rochat for a one-day internship experience that left a lasting impression on both the young visitor and the team.

Evan's day began promptly at 7:45am with a warm welcome and orientation led by Dodzi. He was then paired with Philip, who facilitated him to court and offered insights into real-world litigation practice. "Making someone feel at home is harder than legal work," Philip later shared. "Evan came to demystify the legal profession and left as family."

After court, Evan joined the team for lunch, where informal mentorship took place. He asked thoughtful questions and comfortably interacted with lawyers and staff. "He was polite, curious, and eager to learn," said Pinamang, one of the associates. "He even joined us for Waakye!"

In the afternoon, Evan participated in a legal

workshop and document review session to gain a hands-on feel for the work lawyers do. A major highlight of his day was attending the firm's Continuous Legal Education (CLE) session on "Overview of the Public-Private Partnership Process in Ghana." Though the session was held online, Evan had the rare opportunity to sit in the physical room alongside the CLE moderator, Makafui, and his buddy, Philip. This gave him a unique window into both the content and behind-the-scenes coordination of a professional legal discussion.

Later in the evening, Evan spent time with Danso, who facilitated a reflective conversation on the day's learnings and the importance of critical thinking in legal work. Their chat offered Evan a broader view of the profession beyond courtrooms and contracts. Danso described the interaction as "refreshing," noting Evan's impressive composure and ability to connect ideas thoughtfully.

Marylove, who coordinated the visit, remarked, "From our first call, Evan showed excitement and respect. Throughout the day, he was attentive and genuinely curious, a delight to host."

By 6:00pm, when his father came to pick him up, it was clear that Evan had made a connection with the firm. A short reflective quiz was sent to his

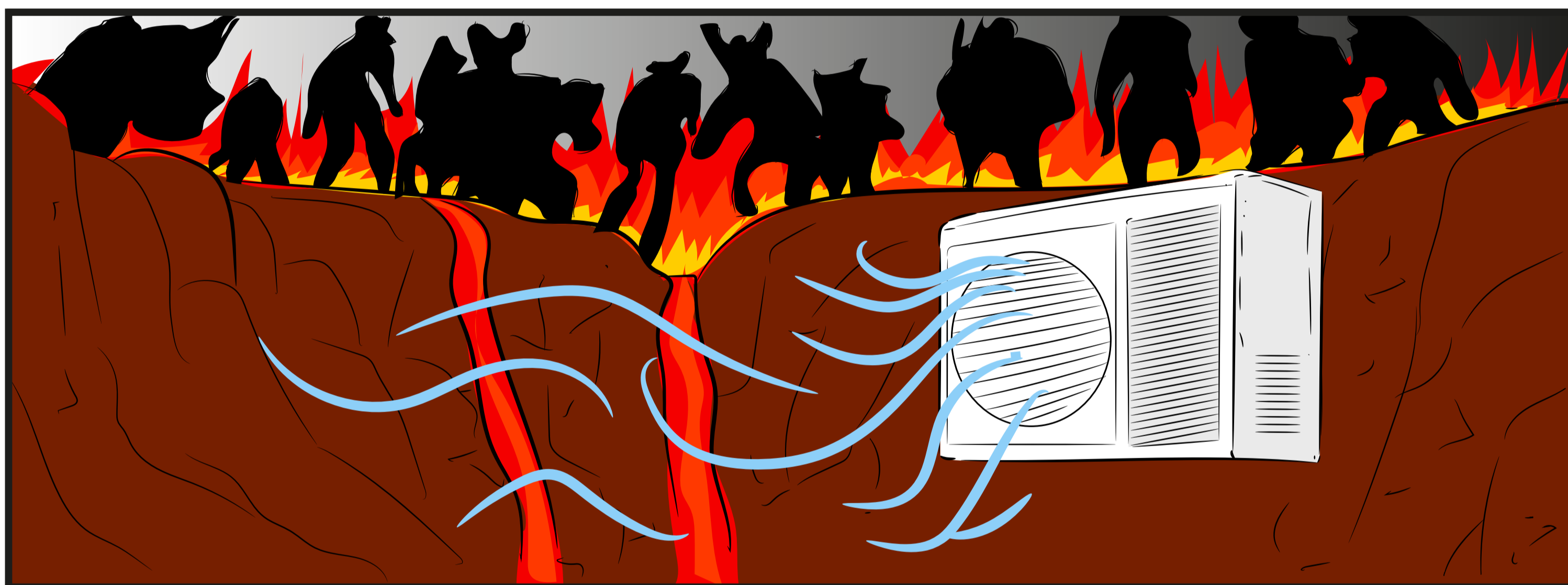
father's email to help Evan consolidate his experience and reinforce key insights.

Evan left inspired, and perhaps, with his sights set on returning someday. As Philip noted, "Everyone returns to a place of impact. And I'm glad we made that impact today."

JUST FOR FUN

ILLUSTRATED BY JONATHAN AGYEI-PEPRAH

A/C IN HELL



An engineer dies and goes to Hell. He's hot and miserable, so he decides to take action. The A/C has been busted for a long time, so he fixes it. Things cool down quickly. The moving walkway motor is jammed, so he unjams it. People can get from place to place more easily. The TV was grainy and unclear, so he fixes the connection to the satellite dish, and now they get hundreds of high-def channels.

One day, God decides to look down on Hell to see how his grand design is

working out and notices that everyone is happy and enjoying umbrella drinks. He asks the Devil what's up? The Devil says, "Things are great down here since you sent us an engineer." "What?" says God. "An engineer? I didn't send you one of those. That must have been a mistake. Send him upstairs immediately." The Devil responds, "No way. We want to keep our engineer. We like him." God demands, "If you don't send him to me immediately, I'll sue!" The Devil laughs. "Where are you going to get a lawyer?"

RIDDLE OF THE WEEK

Where is the only place where today comes before yesterday?

Answer for Last Week's Riddle:

Teapot

WORD SEARCH

A X O I G R E E N V I L L E J M V D E M B A S S Y
E B N N L E B N C S Q U A R E D J O Z U Z P O W O
S P K O R R O O Q W Y K U U A R I F S T J N A I B
O I F K X M V J E O W M T R B U N X W A A G F L O
T P D S D E A G R H X S C E J E H J C I P Q F M T
Y E Q H F C M X X I R Y H U J K R R L B V U I A C
A R N A U T I C A T F I G P I A M A Z O N Z R R J
B U L D M S K N N M X S N E J S G P L W V L W A R
E M A H I N D R A Y C Y T G N K T I G M P W E Y Z
X Y U J B A K E R E W O A K E B K E C A X N Q A U
A Q I U K S K I E F G D R K B R Y D M N X J T S U
O B B A M A H O R O A I P P U D H M X S J A S Z B
B E E I L X Q Z O N E S L N W M F O A B D I H K K
W D K S I H M Y A U O H K K X E S N B N W Z U L I
O T B B E Z L C Q U L R G E M X B T V S E V D U R
E X A R B J K K C U W Z F O N N G B M C N S I U K
A B N V H C Z P E T E R R A V A T K E W H Y G S L
T S Y O E G T D E M E T E R N N E P I R L B I X A
Y T A X R Z I D X L P A R E U D M P U M A B T E N
H I W N R T E S W F K P U H M I N R T D Y Y A J D
F Y W T K B O K A S A P R E K O B D C T S Z L A M
Y E O N I O L N C V E L F C M N S B L U E G O L D
G M F G L E N C O R E E C S X P R I M E R I O R L
X P A K S A G O D P I N S E N T A C E L W M K G O
B Z U P T T F S Y J W I L L E N S G G G L E N Y

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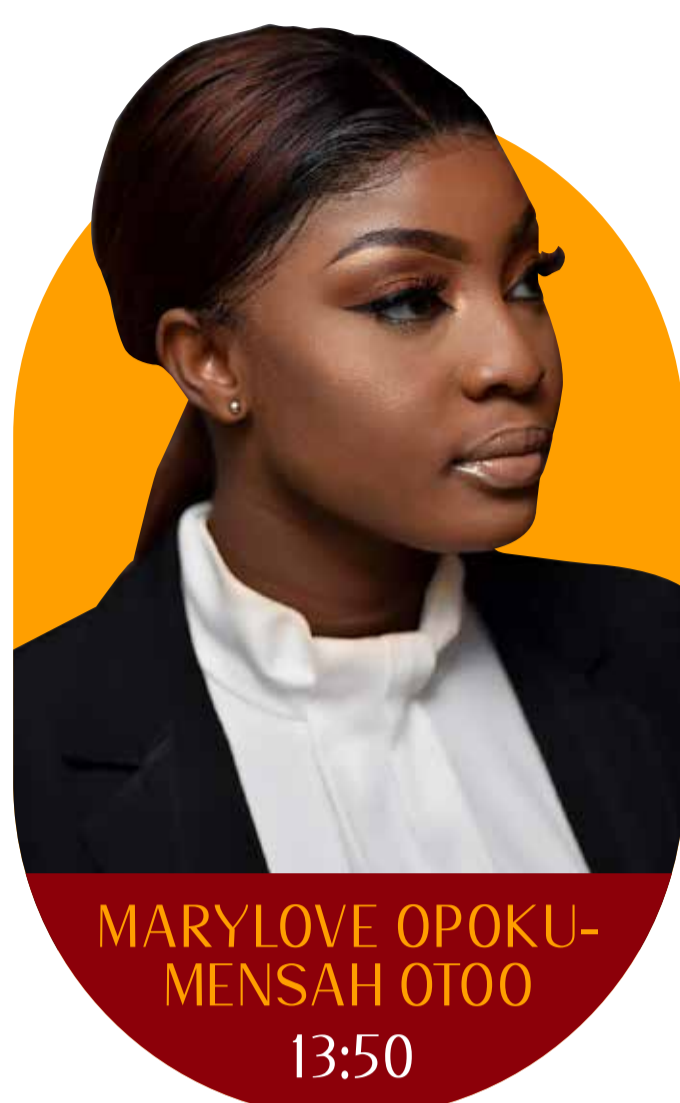
AKSA
AMAHORO
AMAZON
APPLE
ASANKO
BAKER
BLUEGOLD
BOEHRINGER
BOWMANS
CANADA
CSQUARED

DATA
DEMETER
DIGITAL
EMBASSY
FASKEN
GALIANO
GLENCORE
GOOGLE
GREENVILLE
INOKS
KASAPREKO

KIRKLAND
LIEBHERR
MAHINDRA
MAXAMCORP
NAUTICA
NORTON
OXYGEN8
PIEDMONT
PINSENT
PIPER
PRIMERIO

PUMA
SAPURA
SWISS
TERRAVAT
UBER
VAREX
VISA
WEBBER
WILLEN
WILLEN
WILMAR

WINNERS OF LAST WEEK'S PUZZLE



WINNER



2ND PLACE



3RD PLACE



4TH PLACE

ACCUMULATED POINTS OVERTIME (INDIVIDUALS WHO HAVE SOLVED AND SUBMITTED THE PUZZLES)



JOURNEY TO THE ULTIMATE PRIZE
AT THE END OF YEAR! WHO WINS?

U.S.-AFRICA BUSINESS ROUNDTABLE TO HONOR THE FAREWELL OF AMBASSADOR VIRGINIA PALMER



On May 16, 2025, the U.S.-Africa Business Center, under the leadership of President Kendra Gaither and Dr. Guevera Yao, partnered with AmCham Ghana, led by President Kimathi Kuenyehia, and the U.S. Commercial Service of the U.S. Embassy Ghana Accra to host a U.S.-Africa Business Breakfast Roundtable at the Kempinski Hotel Gold Coast City, Accra Ghana.

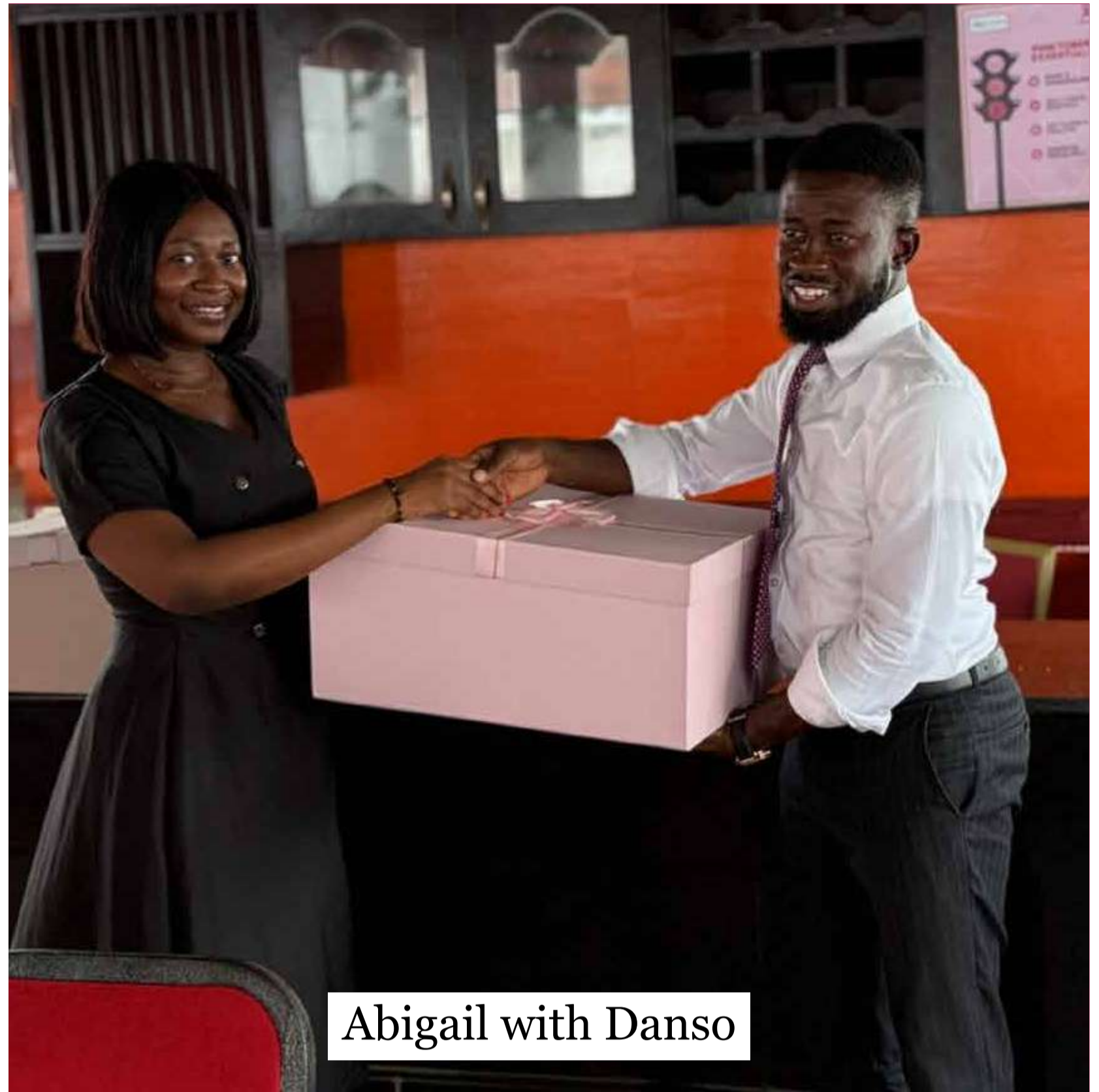
The event served as a heartfelt farewell and an expression of gratitude to Ambassador Virginia Palmer for her invaluable contributions to the American community in Ghana and her dedicated work in enhancing U.S.-Ghana trade relations and commercial diplomacy. Attendees included a distinguished delegation from the AmCham Business Summit and the African CEO Forum.



INTERCESSORY PRAYERS AND RELIEF SUPPORT FOR SAMUEL AND ABIGAIL AHEAD OF EXAMS



Samuel with Enid



Abigail with Danso

In a heartwarming gesture of support and solidarity, intercessory prayers were offered for two student interns, Samuel and Abigail, ahead of their upcoming examinations. The prayer session, held on Thursday, 22nd May at exactly 4:45 p.m., brought staff together in a moment of spiritual reflection and encouragement.

The short but meaningful programme was led by Wisdom, with staff members Nayorm and Ezekiel guiding the prayers for Samuel and Abigail. Their supplications, offered with sincerity and hope, set the tone for a supportive and uplifting gathering.

Set in a serene atmosphere, the event also featured acts of generosity. Samuel and Abigail each received a hamper filled with assorted food items, symbolizing not just care, but a reminder that they are not alone at this critical phase of their journey. The hampers included essentials such as dry goods, beverages, and nutritious snacks, offering practical support to ease their burdens as they focus on their final preparations.

One of the Partners of the firm, Valery, took a moment to explain the rationale behind the relief package. She highlighted the firm's commitment to not only professional development but also the personal wellbeing of its interns. "We recognize that academic pressure can be overwhelming, and we want to ensure that Samuel and Abigail feel supported on all fronts," she said.

In a touching moment, both Samuel and Abigail took turns to express their deep appreciation for the prayers and the thoughtful relief packages. They extended heartfelt gratitude to management and staff for their unwavering support not only throughout their internship but also in their personal and academic development.

The initiative stood as a testament to the power of community, demonstrating how collective care and encouragement can uplift individuals during critical transitions.

INSIDE THE INDUSTRY | EVENT HIGHLIGHT MARYLOVE AND AKORFA REPRESENT THE FIRM AT BAUMA GHANA

May 22, 2025 – Kempinski Hotel, Accra



Last Thursday, our colleagues Marylove and Akorfa proudly represented the firm at the Ghana edition of the Bauma event, hosted by AHK at the Kempinski Hotel in Accra. As a follow-up to the global Bauma exhibition held in Munich in April 2025, the Accra event brought together key stakeholders in the mining and construction sectors for a day filled with meaningful dialogue, sector insights, and future-focused engagement.

The event drew a broad spectrum of participants, including executives, policymakers, investors, and technical experts, many of whom had also attended the Munich conference. Panel discussions explored critical themes such as regulatory developments, sustainable investment opportunities, and emerging technologies shaping the future of mining and construction in Ghana.

Both of our representatives came away energized and inspired by the experience.

From Akorfa's perspective:

"It was a very insightful conference where I got to hear about evolving technologies in the mining sector and meet many successful people in the

industry. I was especially pleased to speak with Angela List, the CEO of Nguvu Mining. She carried herself with a quiet confidence that spoke volumes."

She also reflected on a key theme that resonated throughout the event, the theory of the competitive advantage of nations, introduced by Michael Porter and echoed by both the opening speaker and the German Ambassador.

"In simple terms, being surrounded by strong competitors forces you to become better," Akorfa explained. "It reminded me that competition fuels innovation – not just for companies, but for us as individuals. Being around smart, driven people pushes me to keep learning and improving."

She added that this insight speaks to a broader challenge across Africa:

"We have immense potential, but too little innovation and manufacturing is happening on the continent. We must create environments that both push and support innovation."

For Marylove, the event was a clear window into the future of mining and construction:

“The Post-Bauma Construction & Mining event highlighted cutting-edge innovations and insights from Bauma Germany. Liebherr’s advancements, in particular, showcased the future of mining. The event inspired a vision of progress through shared global knowledge.”

It was also a personal moment of reflection and growth:

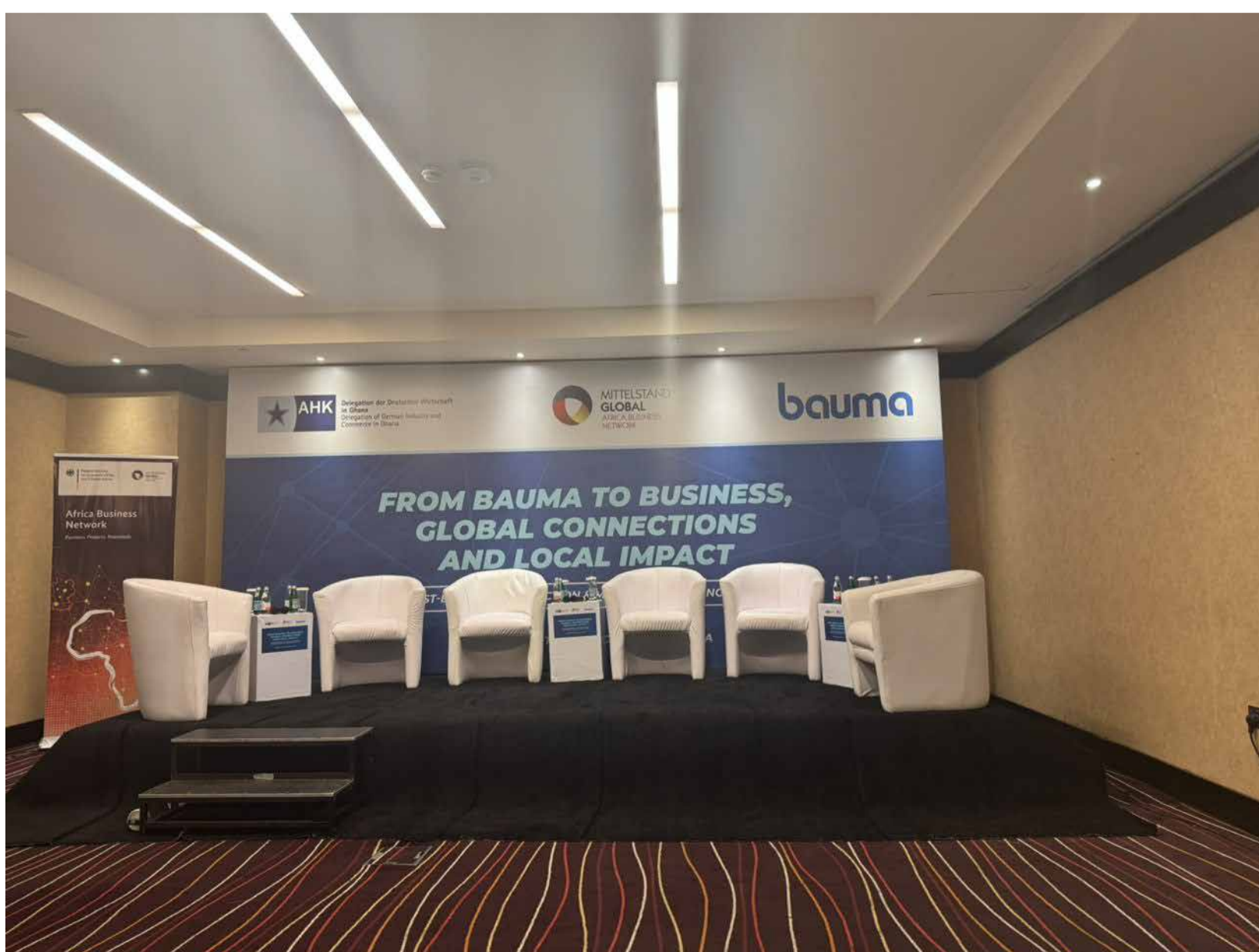
“I’ve learnt that I need to be more innovative and industrious in my own approach. Events like this remind us that we have a role to play in shaping what’s next.”

Their presence at Bauma Ghana not only showcased our firm’s interest in Ghana’s evolving industrial landscape but also deepened our engagement with sectors that demand strong legal guidance in areas like regulatory compliance, project financing, environmental law, and dispute resolution.

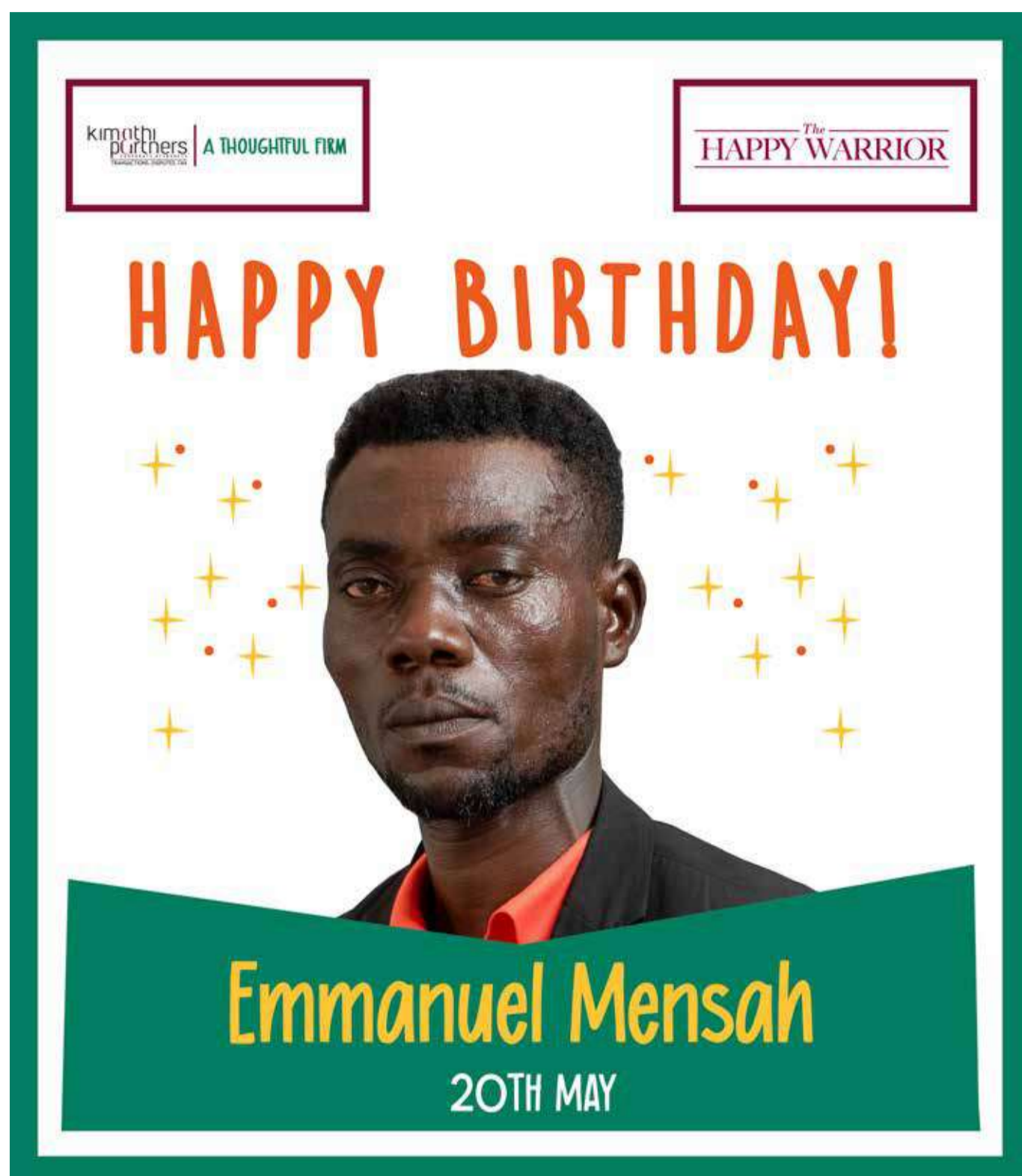
We are proud of Marylove and Akorfa for representing the firm with such insight, professionalism, and drive. Their reflections remind us that industry events are not just about visibility, they’re about learning, connecting, and staying ahead.

Thank you both for flying the flag so well, and here’s to many more impactful engagements!

Well done, team!



KIMATHI & PARTNERS CELEBRATED EMMANUEL MENSAH



We recently celebrated Nanabenyin, a quiet yet deeply observant member of our team. Though he speaks little, his thoughtful presence and steady contributions never go unnoticed.

His calm demeanor brings a sense of balance and quiet strength to our everyday work — and let's not forget, he does it all with effortless swag and style!

Wishing him a year filled with peace, purpose, and more reasons to keep looking sharp. Happy belated birthday, Nanabenyin!



workhap



🎵 Giulio Cercato · Good Day

If you have a boss that lets you work from home, doesn't question your sick days, and asks you for your input... You are blessed with a GOOD BOSS!

@workhap

EDITORIAL INSIGHTS:

A GLIMPSE INSIDE KAIZEN: GROWING TOGETHER, ONE SMALL STEP AT A TIME

A Gentle Reminder

改善

Kaizen

(n.) The philosophy of continuous improvement.

Sometimes, the most meaningful changes aren't the loudest. They don't come with fanfare or flashy presentations. They show up quietly – in a better way to phrase a contract, a quicker follow-up with a client, or a small idea that makes someone else's day easier.

That's the spirit of Kaizen, a Japanese philosophy that means "change for better." It's about believing in steady, everyday progress. It's the understanding that big success often begins with small, thoughtful improvements. And most importantly, it's the idea that everyone's contribution matters.

A PHILOSOPHY THAT BELONGS TO ALL OF US

Across our Legal and Business teams, we each carry unique responsibilities but what unites us is the shared commitment to doing things a little better, day by day.

For the Legal team, Kaizen might mean:

- Simplifying routine processes so our energy goes into higher-impact work.
- Creating tools or templates that make life easier for our colleagues across departments.
- Taking five minutes after a call to reflect: What worked well? What could be clearer next time?

For the Business team, it could be:

- Refining how we share ideas, so everyone feels heard and aligned.
- Finding a quicker way to get useful insights from customer feedback.
- Supporting each other with small check-ins that strengthen team morale and trust.

None of these are grand gestures. But together, they build a culture of care, curiosity, and progress.

THE 1% DIFFERENCE

One of the most beautiful parts of Kaizen is its humility. It doesn't demand perfection. It simply invites us to ask: "What's one small thing I can do today to make things better?"

That mindset:

- Builds trust over time.
- Encourages shared responsibility.
- Keeps us learning and growing – not out of pressure, but out of purpose.

A CULTURE WORTH CULTIVATING

When we practice Kaizen, we're not just improving workflows. We're strengthening our relationships, building confidence, and making space for innovation in everyday moments.

As we move forward together, let's keep the spirit of Kaizen close. Let's celebrate small wins, learn from setbacks with grace, and remember that progress is always possible, especially when we take it one step at a time.

A Thought to Reflect On:

What's one gentle improvement you can bring to your work this week: for yourself or your team?
#KaizenSpirit #TogetherWeGrow
#SmallStepsBigImpact

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**OUR
CORE
VALUES**

1. TRUSTWORTHY

We always keep our word, our ethics and our integrity.

2. THOUGHTFUL

We are thoughtful, friendly and keep our manners.

3. WARRIORS

We are relentless, have grit and swear by our work ethics.

4. EXCELLENCE

We always hire and develop the best.

5. WINNERS

We expect to win all our cases and close all deals.

6. VERY RESPONSIVE

Always responsive. Always committed in heart and mind.

7. FRUITFULNESS

We exceed the expectations of our client.

8. COMMUNITY

We genuinely care and labour to be a blessing.

9. FAITH

We keep our God and always put our heart in it.

10. FULFILLMENT

It's all about hard work and happiness.