

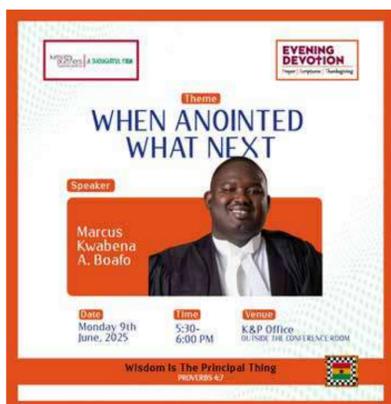
WEEKLY NEWSLETTER

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KIMATHI KUENYEHIA URGES UG ALUMNI TO ANCHOR GOVERNANCE IN VALUES

By Bernard Knight Achaab, *Staff Writer*



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KIMATHI KUENYEHIA URGES UG ALUMNI TO ANCHOR GOVERNANCE IN VALUES

June 12, 2025 – University of Ghana

Report by
Bernard Knight Achaab
STAFF WRITER



Speaking at the 2025 UG Advance convening, Principal Kimathi Kuenyehia delivered a powerful message to University of Ghana alumni in industry: Ghana’s institutional failures are less about weak governance structures and more about a crisis of values.

The keynote, titled “Governance as a Catalyst for Strategy and Operational Mastery,” formed part of this year’s alumni gathering under the theme “Executing Excellence: Navigating Strategy and Operational Mastery.”

“Everyone has the policies, codes, and charters,” Principal noted. “But governance without values is theatre. It looks good on paper but collapses in practice.”

He emphasized that integrity, humility, discipline, and truthfulness, not just frameworks, are what truly drive operational success. He challenged alumni to build cultures anchored in character, not just compliance.

“You can’t govern a culture you haven’t built,” he said, urging leaders to be accountable not just to superiors but to their own conscience.

Principal outlined five key catalysts for values-driven governance: keeping one’s word, recruitment process with respect to hiring for



character, leading reflectively in thoughtfulness, promoting integrity, and grounding decisions in God, faith and conscience.

His closing message was direct: “Governance must not only be strategic, but it must also be spiritual.” For alumni shaping Ghana’s industries, the charge was clear: lead not only with competence, but with conviction.

In another development, it was observed that while many attendees came expecting discussions on efficiency and systems design, what they received was a deeper message about the soul of leadership. For alumni navigating the complexities of modern industry, the takeaway was clear: true excellence doesn’t begin in the boardroom, it begins within.

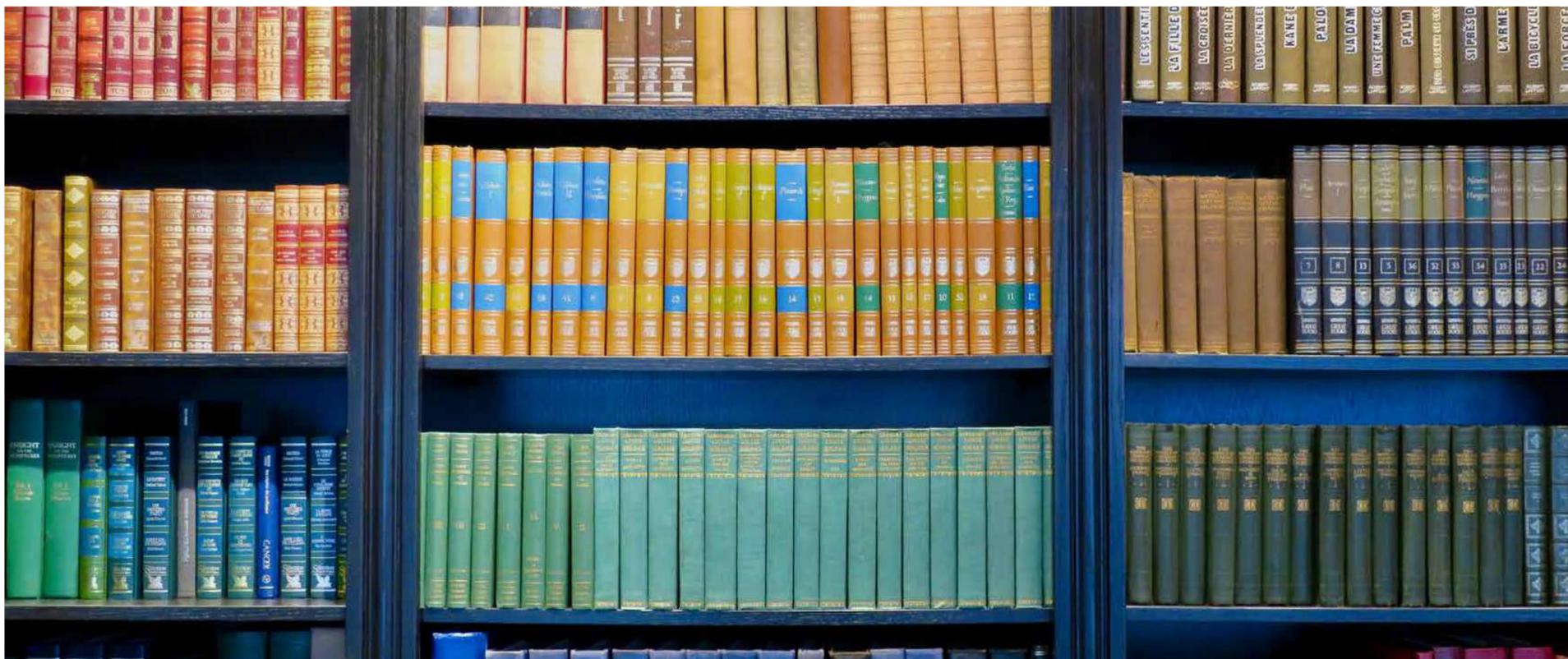
“Everyone has the policies, codes, and charters but governance without values is theatre. It looks good on paper but collapses in practice.”

- KIMATHI KUENYEHIA

EDITORIAL INSIGHTS

A GLIMPSE INSIDE

READ TO RISE: WHY EVERY LEGAL AND BUSINESS MIND NEEDS A READING HABIT



In the quiet moments between meetings, beyond the courtroom or boardroom, lies a powerful habit that has shaped every great thinker, strategist, and leader across generations: reading.

We often think of reading as part of our job – laws to interpret, contracts to review, emails to respond to. But the kind of reading that truly elevates us is the kind we choose, the kind that sharpens our minds, opens our perspectives, and builds the confidence to speak and act with clarity.

Reading: Fuel for the Legal and Business Mind

In law and business, our tools are words, how we understand them, use them, and connect them. Reading strengthens these tools in ways that no meeting or training alone can.

For the legal mind, reading:

- Builds the patience to digest complexity without rushing to judgment.
- Sharpens your skill to read between the lines, to find not just what is said, but what is meant.
- Helps you write with impact, argue with precision, and reason with care.

For the business professional, reading:

- Offers strategic foresight, what others miss, the reader often sees coming.
- Cultivates creative thinking, drawing connections across different fields.
- Shapes a calm, confident communicator, able to respond with both facts and depth.

Yes, It Can Feel Like a Burden, But It Doesn't Have to Be

It's true. Some colleagues have shared that reading regularly, especially with a report or summary expected, can feel like yet another task in an already packed schedule. That feeling is real and valid.

But here's another way to look at it: these reports are not just for management, they're for you.

They're a space to pause, reflect, and refine your own understanding. They train your mind to think critically and communicate clearly, skills that will outlast any file or task on your desk today. They also give leadership insight into how we're growing together as a team of thinkers, not

just task-doers.

Rather than seeing it as an obligation, try reframing it as an investment in your voice and visibility. Your perspectives matter. And the more you read, the more you'll have to offer.

Reading Widely, Thinking Deeply

Don't limit yourself to professional materials. The best leaders read beyond their fields:

- Fiction teaches empathy and emotional intelligence.
- History gives context – why the world is the way it is.
- Philosophy and biographies raise questions that sharpen values.
- Business books and essays share the lived experiences of innovators and trailblazers.

Each book, article, or even podcast you engage with becomes part of your inner library, a silent resource you'll draw from when it matters most.

No Time? Start Small.

Reading doesn't demand your whole day. Just start:

- 10 minutes in the morning with tea, coffee, Koko.

- One chapter before bed.
- A short article on your commute.
- An audiobook during your walk.

Little by little, reading becomes not just a habit but a companion in your growth, professionally and personally.

Read to Rise

Reading is not about ticking boxes or sounding smart. It's about becoming a deeper version of yourself: more thoughtful, more informed, more confident. In our firm, where we think hard, speak often, and act with precision, reading quietly makes us better at everything we do.

So, here's a gentle invitation: pick up something new to read this week. Let it stretch you. Let it slow you down. Let it spark something.

Because when we read, we rise, not just in position, but in purpose.

Reading strengthens these tools in ways that no meeting or training alone can.



FEEDBACK DELIVERY PERIOD

It's that time again, a chance to pause, reflect, and grow. Feedback delivery begins mid-June and provides an opportunity for meaningful conversations about your work, goals, and development.

Start: 16th June 2025

End: 27th June 2025

Let's lean into the feedback culture that helps us all thrive.

DEVOTION SPOTLIGHT: “WHEN ANOINTED, WHAT NEXT?” – A CALL TO SERVE WITH “BISHOP” MARCUS

June 9, 2025 – Office Premises, Kimathi & Partners

Report by
Miriam Selinam Tsri
FREELANCE REPORTER



The rustling of papers and faint hum of printers gradually gave way to a different kind of anticipation on Monday evening. At precisely 5:30 PM, staff began to gather outside the conference room for what has become a sacred moment of realignment.

This week’s Evening Devotion carried a sequel to the thought-provoking message from last Monday, grounded in the powerful theme: “When Anointed, What Next?”

With a clear sky above and a gentle breeze brushing past the gathering outside the conference room, the session began with a stirring prayer from Evangelist Benjamin. With humility and authority, he invited God’s presence into the space, asking for open hearts, keen ears, and a divine unlocking for every soul present.

Then stepped forward Marcus, a familiar face but always a fresh voice. With a commanding presence tempered by warmth, he greeted the gathering and invited us to walk with him through the deeper dimensions of the anointing.

“Many of us know we’re anointed,” he began, “but what next? What do we do with that anointing? How is it activated, matured, or even recognized?”

That question set the tone for the entire message.

A Journey Through Scripture

Marcus took his audience on a vivid journey through scripture, revealing a pattern that is often overlooked: anointing is unlocked through service.

He began with Jacob. Though already chosen and blessed, Jacob’s defining moment came through a

The poster is framed in orange and white. At the top left is the logo for 'kimathi partners A THOUGHTFUL FIRM'. At the top right is a box labeled 'EVENING DEVOTION' with subtext 'Prayer | Scriptures | Thanksgiving'. The central theme is 'WHEN ANOINTED WHAT NEXT' in large blue letters. Below the theme is a photo of Marcus Kwabena A. Bofo, labeled 'Speaker'. At the bottom, there are three boxes: 'Date: Monday 9th June, 2025', 'Time: 5:30-6:00 PM', and 'Venue: K&P Office OUTSIDE THE CONFERENCE ROOM'. At the very bottom, it says 'Wisdom Is The Principal Thing PROVERBS 4:7' next to a small Ghanaian flag icon.

very practical act: preparing a meal for his father. That service, wrapped in obedience and strategy, activated the blessing that had been prophesied long before.

Then came Joseph: dreamer, visionary, and favoured by God. But his destiny did not unfold in the corridors of comfort. “Joseph’s anointing was not unleashed in Canaan,” Marcus noted. “It was through service in Egypt in Potiphar’s house, in prison, in silence, in humility that his purpose bloomed.”

Next was David perhaps the most iconic example of hidden greatness. Anointed in secret but sent back to the sheepfold. He served Saul faithfully, even when Saul sought his life. “David was anointed,” Marcus emphasized, “but his throne was accessed through years of quiet service.”

Elisha was no different. “Before he carried Elijah’s mantle, he carried his bags,” “He poured

water on the hands of Elijah. He served.”

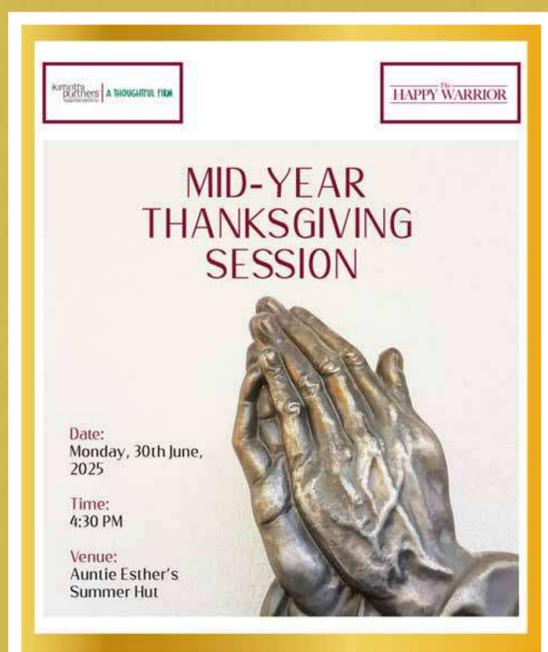
Then came the personal moment, the part that pulled the message out of scripture and into the everyday. With quiet admiration, he spoke of Principal and Valery. “They too served. In silence. With diligence. In humility. And we have all seen the fruits.”

A Call to Serve

Throughout the message, Marcus returned to a single thread: the service element of the anointing. It wasn't a footnote it was the key.

“Many of us here are anointed, gifted, called, marked by God. But if we are waiting for a pulpit, a promotion, or applause before we serve, we'll stay locked. The oil is already there. But service is what draws it out.”

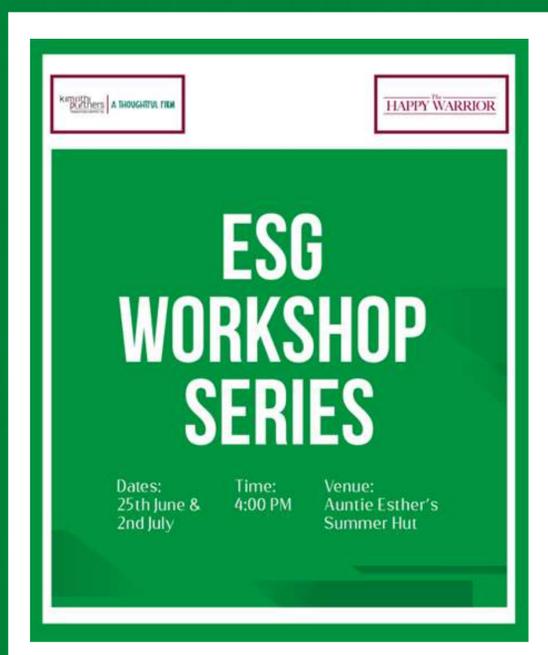
He encouraged everyone to examine their spaces whether legal teams, admin desks, field operations, or client meetings and see them as altars of service. “We don't need a title to serve. What we need is a willing heart.” As the clock neared 6:00 PM, the devotion drew to a close, with a moment of stillness.



MID-YEAR THANKSGIVING SESSION

We've come a long way already this year; and we're taking a moment to give thanks. Join us for a warm and reflective Mid-Year Thanksgiving Session. It's a space to pause, celebrate our wins (big and small), and recharge for what's ahead.

Date: Monday, 30th June, 2025
Time: 4:30 PM
Venue: Auntie Esther's Summer Hut



ESG WORKSHOP SERIES

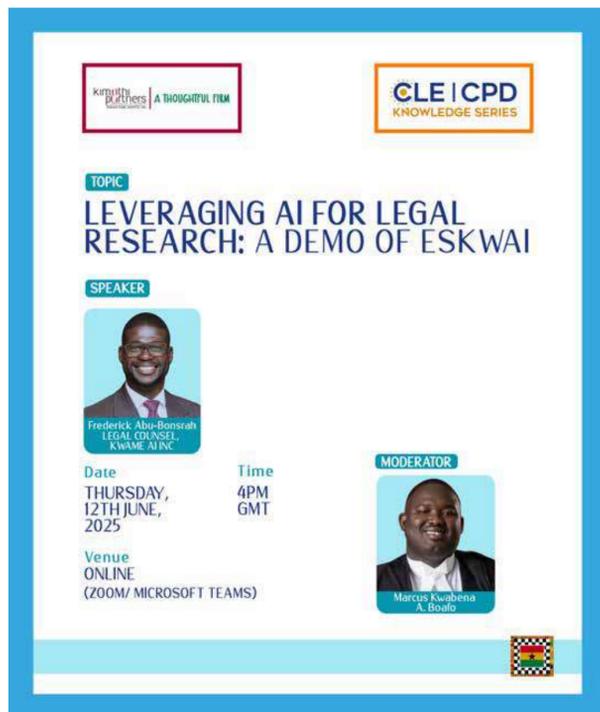
We're continuing our commitment to responsible practice with a two-part workshop series on Environmental, Social & Governance (ESG) principles.

Whether you're new to ESG or want to deepen your understanding, this is a must-attend.

Dates: 25th June & 2nd July
Time: 4:00 PM
Venue: Auntie Esther's Summer Hut

SWITCHING GEARS: CLE THURSDAY WITH A GLIMPSE INTO THE FUTURE OF LAW

Report by
Divine Selase Agborli
STAFF WRITER



This week, we made a small but significant change to our regular rhythm — moving our Continuing Legal Education (CLE) session from Wednesday to Thursday. The change wasn't just about scheduling; it was symbolic of the shift currently sweeping through the legal profession. Fittingly, our session was themed: "Leveraging AI for Legal Research: A Demo of Eskwai."

We were honoured to host Frederick Abu-Bonsrah, Legal Counsel at Kwame AI Inc., as our guest speaker. Moderated by Marcus, the session began on a light-hearted note with a playful ode to Frederick, allegedly composed by "Ocloo AI". The virtual room laughed, but the tone quickly turned reflective as Frederick posed a piercing question to us all:

"How many of us believe that AI will take our jobs?"

According to Frederick, while AI may not render lawyers obsolete, it will undeniably reshape the legal services landscape. The demand for certain types of legal work, especially those involving routine research and document review, is likely to

drop. In response, both law firms and institutions may begin to rethink the scale and nature of their legal training programmes. The future of law, it seems, will require fewer hands, but sharper minds.

Frederick's presentation traced the broadening reach of AI in legal practice. He identified three primary groups of legal researchers: students, practitioners, and academics, all of whom now find themselves engaging, directly or indirectly, with AI-enhanced research tools. AI, he explained, is no longer a futuristic abstraction but an active player in daily legal workflows.

He took us through practical use cases already shaping the profession: from document review and contract analysis to predictive analytics for litigation outcomes, administrative automation, and, of course, legal research itself. With tools like ChatGPT, Copilot, Gemini, Eskwai, Harvey, CoCounsel.ai, Clause, and Lexis+, the ecosystem of legal AI is growing rapidly, offering unprecedented speed, scale, and insight.

But the benefits come with responsibilities. As Frederick noted, AI can save lawyers hours of time, reduce costs for clients, and improve accuracy by eliminating some forms of human error. It even offers a competitive edge for firms seeking to deliver more responsive and efficient service. Yet, it also introduces new ethical dilemmas. He cited recent reports of lawyers who blindly relied on AI-generated case law, only to discover in court that the cases cited never existed.

This is where ethical foresight becomes essential. While Ghana's legal regulatory framework hasn't yet caught up with AI, Frederick pointed out that several existing

existing professional rules, including those on competence, accuracy, reasonableness of fees, confidentiality, and accountability, can and should be interpreted to govern how AI is used in practice.

He urged lawyers to adopt a proactive stance, outlining several best practices: staying updated on AI developments, seeking training on emerging tools, learning the skill of prompt engineering, auditing AI outputs for bias and accuracy, complying with data protection laws, and establishing clear internal AI policies. Above all, he stressed the importance of fact-checking and maintaining human oversight. AI is a tool,

not a decision-maker. The lawyer's judgment must remain at the centre.

As we wrapped up, there was a shared sense that the ground beneath our feet is shifting, not in fear, but in preparation. The good news? We're not being left behind. Next week's session will feature a hands-on demo of Eskwai, giving us the chance to see, test, and question the technology for ourselves.

The future is here. And we're learning to meet it!!!

JUST FOR FUN

ILLUSTRATED BY JONATHAN AGYEI-PEPRAH

A surgeon, an architect and a lawyer are having a heated barroom discussion concerning which of their professions is actually the oldest profession. The surgeon says: "Surgery is the oldest profession. God took a rib from Adam to create Eve, and you can't go back further than that." The architect says: "Hold on! In fact, God was the first architect when he created the world out of chaos in 7 days, and you can't go back any further than THAT!" The lawyer smiles and says: "Gentlemen, Gentlemen...who do you think created the CHAOS?!!!"



RIDDLE OF THE WEEK

Why is Europe like a frying pan?

Answer for Last Week's Riddle:

Telephone

WORD SEARCH

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WORDS TO FIND

FROM THE EDITORIAL INSIGHTS: A GLIMPSE INSIDE
READ TO RISE: WHY EVERY LEGAL AND BUSINESS
MIND NEEDS A READING HABIT

WINNERS OF LAST WEEK'S PUZZLE



WINNER



2ND PLACE



3RD PLACE

ACCUMULATED POINTS OVERTIME

(INDIVIDUALS WHO HAVE SOLVED AND SUBMITTED THE PUZZLES)



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

IN PASSING... VOLUNTEERING: THE QUIET STRENGTH OF SHOWING UP

Written by Sofia Wise
An Outlier Reporter



In my years walking the long hallways of corporate life, I've learned that not all heroes wear capes or suits. Some simply stay behind after the lights are out to clean up what others have left behind. Some quietly step in when no one else will. They don't do it for praise. They do it because something inside them says: "This matters."

We often think of volunteering as something external – building schools, feeding communities, or traveling far to serve others. But what we sometimes overlook is the quiet, everyday internal volunteering that keeps our workplace human.

Like when Krystelle, without being asked, offers to help select photos for our newsletter and magazine, knowing the deadlines are tight and the work demanding.

Or Selinam, who says "yes" to writing this edition's article simply because Abigail couldn't make it, and someone had to hold the pen.

Or those who willingly give up their break time to help students prepare for their exams, not for recognition, but because they know what it means to be guided.

There's the editorial team, consistently showing up behind the scenes to pull together our stories,

polish the pages, and shape how we tell who we are as a firm and as people.

There's the Events Committee, often planning for weeks, ensuring our activities go smoothly. They go above and beyond, even though they've heard our sharpest criticisms. Still, they show up. Still, they give.

Then there are those who come in early arranging chairs, setting up tables, preparing the space long before the first guest walks in. They create order so we can gather with ease.

And there's someone like Jude & Jeff, and the many who came before him, who bring in the sound systems, check the mics, run the cables, and make sure we can hear and be heard, never asking for applause, just ensuring things work when it matters.

Then there are the team leads, those who quite literally hold the hands of their members. Who check in quietly, guide patiently, and lift others without ever announcing it. Their leadership is not loud, but it is felt.

And let's not forget the invisible individuals who step in to make sure the clients receive what we promised, even when it means working late,

juggling last-minute changes, or doing tasks that were never on their plate. They may not sign the contract, but they help us keep our word. That, to me, is integrity in motion.

And of course, there are those whose names we may not even know, who stay behind after an event not to be seen, but to quietly clean the compound. To restore dignity to our space when others have littered and left. They choose order over convenience, responsibility over resentment.

This is what I call the quiet strength of showing up. These acts may seem small, even invisible, but they are not. They are the threads that hold our fabric together. The signs of a healthy community. The soul of any great workplace.

Internal volunteering is not about position. It is about posture. It asks not what will I gain, but

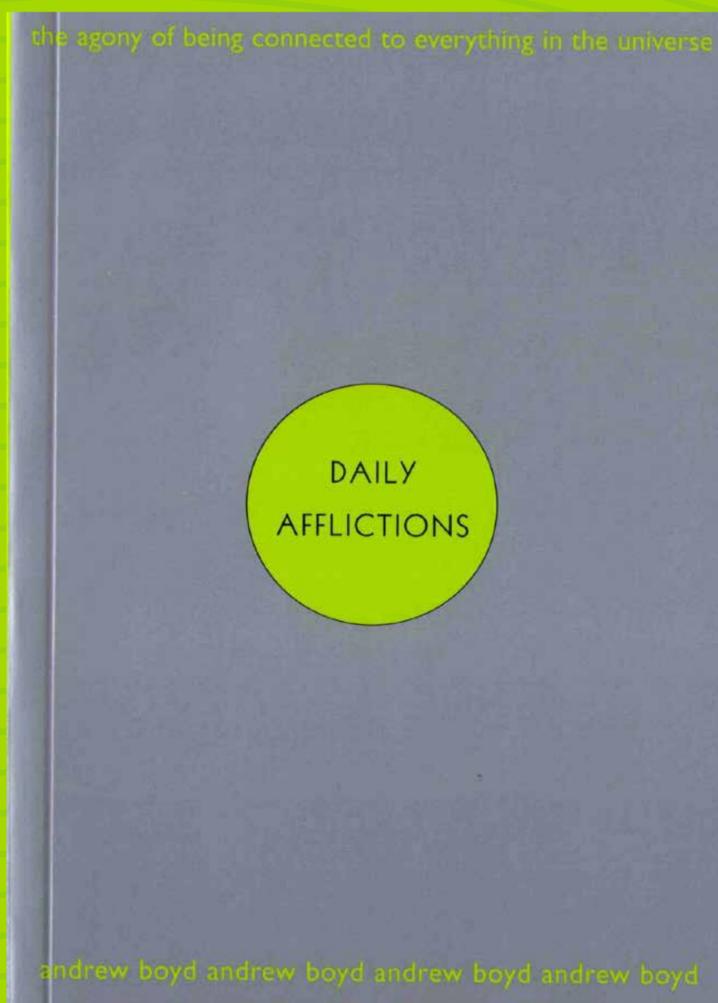
how can I contribute, even when no one is watching?

To those who have stepped in, stepped up, held a hand, moved a chair, checked a mic, or stayed behind: I see you. We all do, even if we don't always say it. You remind us that the work of building a better workplace isn't always in the job description, but it's always in the choice.

So, let's keep choosing, to support one another, to fill in the gaps, to lead with service.

Because long after the reports are archived and the meetings forgotten, what will remain is how we showed up for each other.

With quiet gratitude,
Still watching. Still learning. Still grateful.



Compassion hurts. When you feel connected to everything, you also feel responsible for everything. And you cannot turn away. Your destiny is bound with the destinies of others. You must either learn to carry the Universe or be crushed by it. You must grow strong enough to love the world, yet empty enough to sit down at the same table with its worst horrors.

~ANDREW BOYD,
FROM THE BOOK, DAILY AFFLICTIONS

OFFICE *TEA*

THE MIDDAY BOUQUET: THE PLOT THICKENS!

By the Office Whisperer



The mystery of the midday bouquet kept the office alive with curiosity, and we're just a step closer to unlocking its secrets!

Word quickly spread that the charming arrangement, carefully wrapped in simple, paper-like parchment, was meant for Valery!

Colleagues say Valery was just as surprised as everyone else when the flowers appeared in the conference room, alongside that cryptic note: "To the one who knows."

The team exchanged nervous glances, whispered quietly, and tried to piece together the puzzle. Was it a colleague honouring her hard work? An anonymous admirer boldly declaring their

affection? Or someone delivering a clandestine message meant for her alone? Some even whispered: Did Valery uncover something we're not supposed to know? Is there a hidden significance to these flowers?

Some say it might be from a charming chocolate guy, adding a romantic twist to the tale. Others believe the team may have surprised her a day before her birthday, a thoughtful gesture from friends and colleagues. Some even wonder if management chose to appreciate her contributions, or if her family decided to send their love and best wishes. The rumours are growing by the minute, but we may never know the true sender's identity.

While we know for sure the bouquet was meant for Valery, we've decided not to pursue the mystery further. We're choosing instead to let its magic linger. The recipient is happy, the team is intrigued, and that's all that truly matters.

We're left wondering: Did the choice of flowers or colours carry a hidden message? A secret code or a puzzle meant for the recipient to solve? Only time, or Valery, may tell.

To prove we've solved at least part of the mystery, we're sharing a few photos for you to appreciate, a small glimpse into the enigma that captured everyone's imagination.

Stay tuned for more stories, announcements, and workplace highlights in the next edition of the newsletter. The plot thickens, but sometimes, a little mystery is worth preserving!

STAY INFORMED — OUR LEGAL LANDSCAPE IS EVOLVING!

As we strive to provide the highest standard of service to our clients, it's crucial for us to keep up with the latest legal developments that may affect both our practice and the people we serve.

We're delighted to bring you up to speed with the new legislation that's been passed in Ghana — legislation that helps define the framework within which we serve our clients, advise stakeholders, and contribute to a more just and equitable society.

This new suite of legislation covers a range of policy priorities, from strengthening oversight mechanisms to advancing gender equity and improving service delivery across sectors. Staying well-informed helps us provide more accurate counsel and foster greater compliance for our clients.

Some of the key new legislation includes:

- Ghana Anti-Doping Act, 2024 (Act 1116)
- Chartered Institute of Restructuring and Insolvency Practitioners, Ghana (Act 1117)
- National Roads Authority Act, 2024 (Act 1118)
- National Service Authority Act, 2024 (Act 1119)
- Ghana Civil Aviation Act, 2024 (Act 1120)
- Affirmative Action (Gender Equity) Act, 2024 (Act 1121)
- Ghana Boundary Commission Act, 2024 (Act 1123)
- Ghana Shippers Authority Act, 2024 (Act 1122)

Please take a moment to familiarize yourselves with these new Acts. If you have any questions or wish to delve further into their implications, feel free to reach out — we're here to support each other in navigating these new legal waters together.

EDITORIAL TEAM



**Jonathan
Agyei-Peprah**



**Abigail Dedo
Kpabitey**



**Divine
Agborli**



**Nancy Ama
Sackey**



**Dodzi Koku
Hattoh**



**Esmeralda
Akorfa Afenyo**



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.