

WEEKLY NEWSLETTER

JUNE 2025 WEEK 3

EDITION 12



THE BEST ADVICE FROM YOUR FATHER

- By Sahil Bloom

GRACE ABOUNDS
Speaker: Esmeralda Akorfa Afenyo
Date: Monday 16th June, 2025
Time: 5:30-6:00 PM
Venue: Online (Zoom Microsoft Teams)
Wisdom Is The Principal Thing
PROVERBS 4:7

LEVERAGING AI FOR LEGAL RESEARCH: A DEMO OF ESKWAI II
Speaker: Alante Esher
Date: Thursday 19th June, 2025
Time: 4 PM GMT
Venue: ALANTE ESHER'S SUMMER HUT

FATHERS AND FOUNDERS: CELEBRATING THE BUILDERS
A FATHER'S DAY EVENT
Speaker: Alante Esher
Date: Friday 20th June, 2025
Time: 5pm GMT
Venue: Auntie Esther's Summer Hut

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Fathers and Founders: 8
Celebrating the Builders

GRACE, WISDOM & THE TIES THAT HOLD US



Every now and then, something beautiful happens in the everyday rhythm of work, a message, a moment, a memory that reminds us why we do what we do, and more importantly, how we do it together.

This edition of our newsletter carries one such moment. In her moving devotion, “Grace Abounds,” Akorfa reminded us that we don’t always have to have it all together. In a world and a workplace that prizes performance, she offered us permission to simply be. Her quiet wisdom, “We are all on a journey to the grave, but life is beautiful”, was more than poetic. It was a mirror and a balm. A nudge to slow down, to notice the grace in our midst, and to hold space for gentleness in how we lead, live, and love.

It’s in this spirit that we’re honoured to open this edition

with a short reflection that resonated deeply with many of us, “The Best Advice from Your Father,” shared by writer and entrepreneur Sahil Bloom. In celebration of Father’s Day, his simple thread struck a chord that deserves more than a scroll.

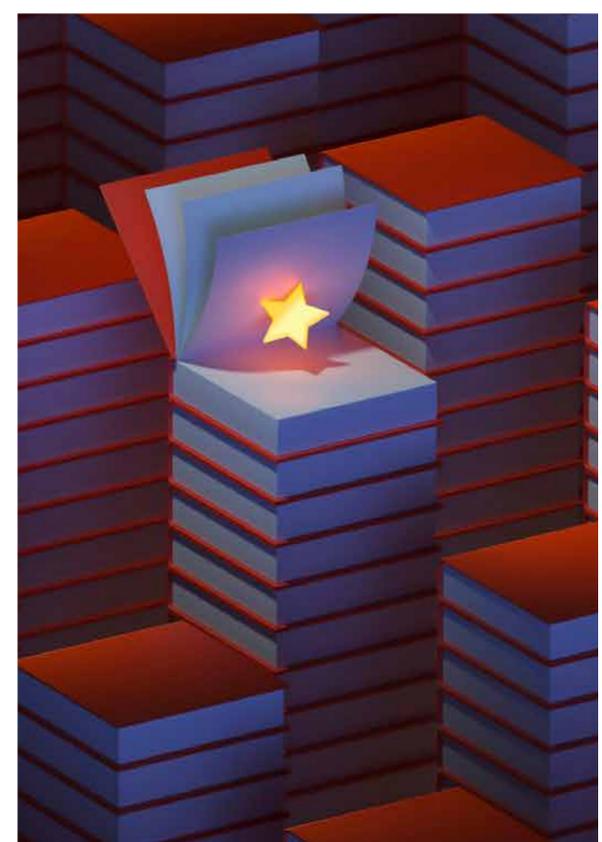
“What’s the best advice your father ever gave you?”

Responses from around the world flooded in. Some were funny, some fierce, others profoundly quiet. But all of them carried the echoes of something real - lessons etched not in textbooks, but in everyday life:

- “If you tell the truth, you’ll never have to remember what you said.”
- “Be good. Do good. Stay humble.”
- “You’ll never regret being kind.”

- “It’s nice to be important, but it’s more important to be nice.”
- “There is no such thing as failure, only feedback.”

These reminders ground us. They speak not just to how we were raised but to how we now raise others, our teams, our families, and ourselves.



In many ways, Akorfa's message and Sahil's thread echo the same truth: grace and wisdom are often passed down quietly, in moments we barely notice until we need them most.

And the reflections continue. Sofia Wise's "Leading Across Difference" is a masterclass in management with heart. Our firm is a beautiful mosaic of minds, temperaments, talents, and generations. We come from different paths, carry different perspectives; and yet, we show up every day, aligned by purpose, grounded in shared values, and committed to building something greater than ourselves. That is no small thing. And it's a testament to the culture we continue to shape together, one conversation, one

kind gesture, one courageous decision at a time.

Of course, there's joy here too. Ama and Kwame, our beloved culinary champions, remind us that laughter and community are part of the work. That sharing food, stories, and good humour is as much a part of workplace wellness as any strategy session or team milestone. Long may the "mouth shakers" reign!

We also celebrate a proud highlight: hosting the FALAS-Ghana Delegation. It wasn't just a meeting. It was a moment of passing the torch, offering mentorship, opportunity, and hope to the next generation of African legal minds. That's the kind of

leadership that leaves a legacy.

So as you turn each page, solve the puzzle, smile at the riddle, or pause to breathe, know this: this newsletter is for you. For your efforts, your growth, your spirit. You are seen. You are appreciated. And you are part of a story that is still being written with grace, with grit, and with each other.

Let's keep walking in grace. Let's keep learning from those who came before us. Let's keep building something that lasts.

With warmth and gratitude,
The Editorial Team



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.

THE BEST ADVICE FROM YOUR FATHER

By Sahil Bloom



In honor of Father's Day, I asked over 1 million readers a simple question:

What was the single best piece of advice you ever received from your father?

I got thousands of replies, which ranged from playful and witty to thought-provoking and emotional.

Here were my favorites...

Consistency is everything. You can never bet against a person who just keeps showing up.

If you don't do the small things well, they'll never trust you to do the big things. Remember that. Everything you do matters—act accordingly.

Put good things between you and the earth. Buy a good bed, boots, and tires.

Your actions speak so loudly, I cannot hear what you are saying.

A situation with no way out is a situation in which you don't like the obvious way out.

Don't think about it, just start doing it. The more you think about it, the more reasons you'll give yourself to not do it.

Walk like you have 3000 ancestors behind you. Because you do.

Treat rockstars like regular people and regular people like rockstars.

You can always choose to be a victim or a victor, but you can never be both.

Going into debt to buy something to impress others is

something only dumb insecure people do.

When wealth is gone, you've lost nothing. When health is gone, you've lost something. When character is gone, you've lost everything.

What matters is how you show up. Whatever role you're in, own it. Be the best at it. Pride, effort, and excellence aren't tied to a job title, they're a mindset.

There are always more options than you realize and things are never as bad as they seem.

Your reputation is the only thing that will follow you throughout your entire life.

Life gets a lot easier when you just accept that life isn't always fair.



You don't get what you deserve, you get what you negotiate.

If you present a problem, present a solution. Many people are really great at finding problems. Few are good at finding the problem and the solution.

Just because you can, doesn't mean you should.

Don't give people having a bad day the power to ruin your day.

You don't have to be the loudest in the room. Just be the one everyone listens to when it goes

quiet.

There you have it: 20 pieces of short, concise wisdom for a life well lived.

Happy Father's Day!

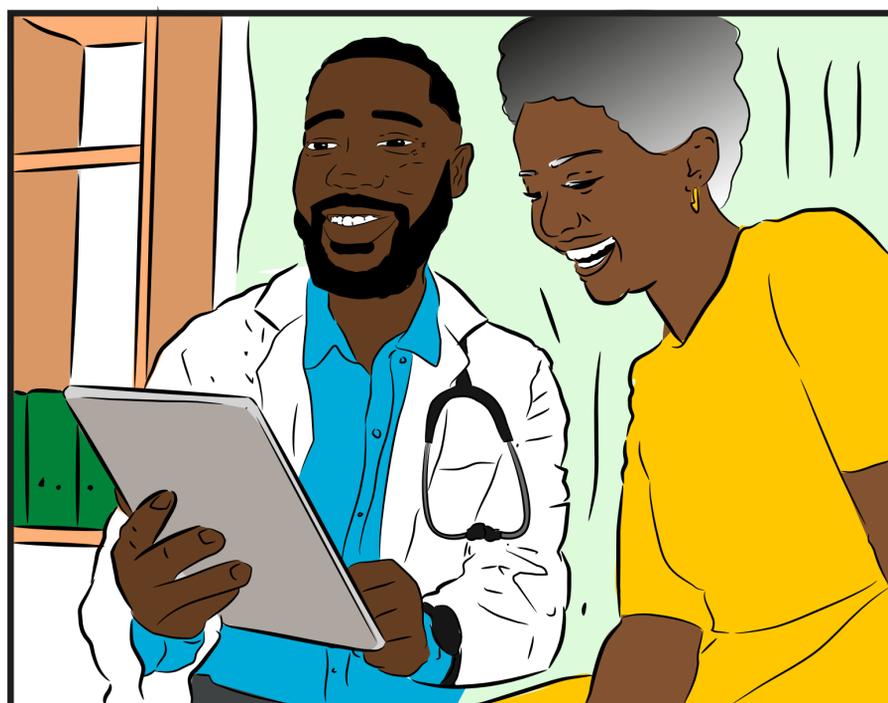
JUST FOR FUN

ILLUSTRATED BY JONATHAN AGYEI-PEPRAH

An elderly patient needed a heart transplant and discussed her options with her doctor.

The doctor said, "We have 3 possible donors; the 1st is a young, healthy athlete who died in an automobile accident, the 2nd is a middle-aged businessman who never drank or smoked and who died flying his private jet. The 3rd is an attorney who died after practicing law for 30 years. Which do you want?"

"I'll take the lawyer's heart," said the patient. After a successful transplant, the doctor asked the patient why she had chosen the donor she did. "It was easy," said the patient, "I wanted a heart that hadn't been used."

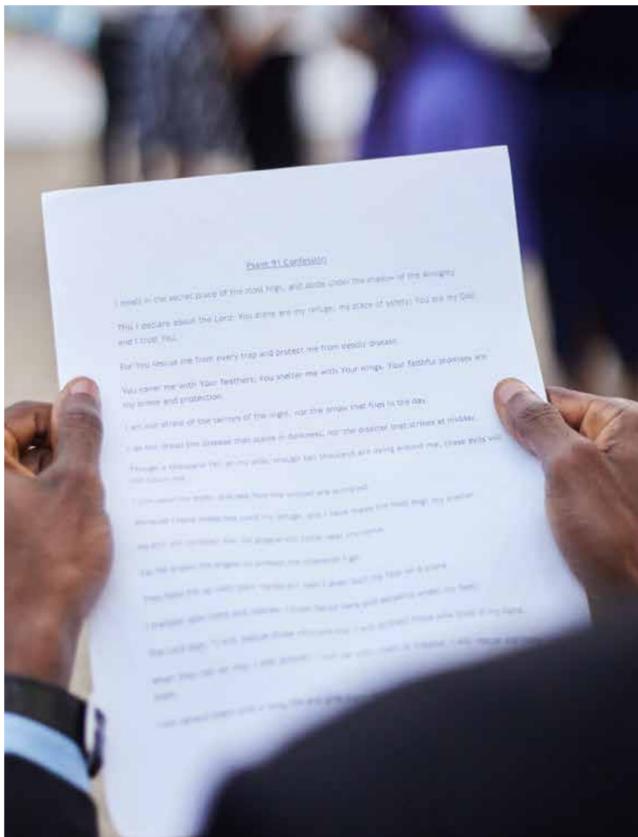


DEVOTION SPOTLIGHT:

GRACE ABOUNDS

Devotion with Akorfa

REPORT BY
Miriam Selinam Tsri
FREELANCE REPORTER



Last week's Monday's evening devotion offered a soul-deep reset, the kind that gently taps your shoulder and says: breathe. As the sun dipped low, screens dimmed for a moment of pause, and familiar names began to appear on the screen, we gathered virtually for a much-needed reminder of the abundance we often forget grace.

The word was brought to us by our experienced lawyer, Akorfa, who delivered a message titled simply: "Grace Abounds." Drawing from Romans 5:20, she reminded us that "where sin abounded, grace did much more abound." In a world that often values perfection, her voice calm and steady invited us to shift focus. God's grace, she said, is a gift, especially in moments of weakness or uncertainty.

The message was not just theological musing. Akorfa made it personal and practical. In a world and a workplace where high expectations are the norm and mistakes feel costly; this reminder was refreshing. Her tone, soft yet sure, echoed a message that many needed to hear.

Akorfa painted a vivid picture of how worry creeps into our daily lives even when we're sitting upright at our desks, juggling assignments, or counting the hours in a tight turnaround. "Sometimes, if you pause and assess your posture, you'll notice tension in your shoulders," she said. "Let it go."

She encouraged us to release the grip we often maintain on life's uncertainties. Her words were both balm and mirror: challenging, comforting, and

entirely relevant to life at a fast-paced law firm like ours. She acknowledged the silent stressors deadlines, financial concerns, family obligations but reminded us that grace is what carries us through, not anxiety.

Reflecting on Father's Day, Akorfa asked us to examine how we connect with the people who matter most. Did we call our fathers or the father figures in our lives? Did we spend time with our children or mentees? These small, meaningful moments, she said, are where life's value truly lies.

"We are all on a journey to the grave," she said with quiet realism, "but life is beautiful. So, cherish it." That one line lingered long after she had finished speaking.



As the message drew to a close, the platform was opened for testimonies. No one spoke up perhaps saving their stories for the intimacy of a future in-person devotion. But the silence was not empty. It was full of contemplation, conviction, and gratitude.

To seal the moment, Abigail led us in a rich, heartfelt prayer. She covered the week ahead, the men in the firm in honour of Father's Day, and each of us

individually asking for wisdom, strength, divine provision, and peace. Her words were affirming, reminding us of who goes before us and walks beside us.

In just thirty minutes, we were reminded that grace is not earned it is given. That worry does not serve us faith does. As we clicked "Leave" on the Teams call and returned to our desks, inboxes, and assignments, I carried with me

the quiet assurance that we are covered, and that grace abounds, even here.

Until next Monday, stay calm and walk in grace.

"We are all on a journey to the grave but life is beautiful. So, cherish it."

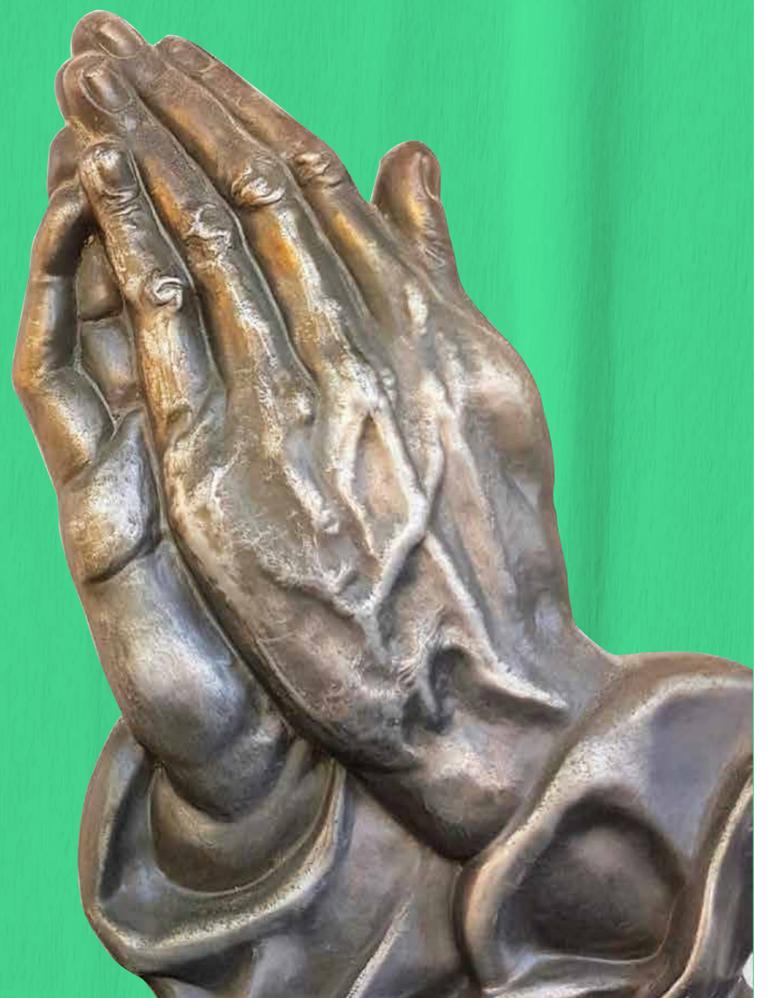
MID-YEAR THANKSGIVING SESSION

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



ESKWAI DEMO DAY

Law Meets Machine, and the Machine Talks Back

June 19, 2025 – Auntie Esther's Summer Hut

REPORT BY
Divine Selase Agborli
STAFF WRITER



So, the much-anticipated Eskwai demo finally happened—and no, it didn't disappoint. Frederick Bonsrah was back last Thursday, not just to talk AI but to show it in action. And let's just say: the machine knows a thing or two about the law.

Eskwai, developed by KwameAI, isn't your average AI tool trying to pass off generic answers. It's built for legal research, and it comes armed with three core weapons: Ask Kwame, Smart Search, and the Library. But here's the cool part—it doesn't just throw results at you. Ask Kwame gives



you relatively clean, summarized answers, backed by legal authority. Smart Search lets you ask in normal human language, and the Library? That's where the full legal universe—cases, statutes, and all—lives.

During the session, Bonsrah fired off a few legal questions and Eskwai responded like it had been preparing for the bar. Then it was our turn—people in the room took it for a spin, tossing out questions. The responses were solid. Not perfect, but solid. You could sense the sheer amount of work that's gone into it already, and

the potential if it keeps learning. (Which, of course, it will. It's AI.)

Frederick also broke down the pricing—because yes, great tools come with bills—and then sweetened the deal by offering us a few weeks' free trial. But there's a catch: Danso needs to make it happen. So if you're reading this, Danso... your move.

All in all, it was more than a tech demo. It was a sneak peek at the future of legal research—and for once, the future didn't come with a 400-page manual.

FATHERS AND FOUNDERS: Celebrating The Builders

June 20, 2025 – Auntie Esther's Summer Hut

REPORT BY
Nancy Ama Sackey
STAFF WRITER



Last Friday's TGIF was dedicated to honouring the incredible men whose guidance, and example, continue to shape the culture of Kimathi & Partners. Themed "Fathers and Founders: Celebrating the Builders," the event marked a special Father's Day celebration and a time to appreciate the fathers among us.

We shared in the warmth of the "Daddy Once Said" segment; a chance to recall and laugh about the age-old wisdom that only dads can offer.

The room lit up during "Spot the Father", where we matched adorable (and sometimes unrecognisable) childhood photos to our present-day K&P fathers. The laughter was loud and the guesses wild, but the joy was unmistakable.



To top it all off, special gifts were presented to each father. These were thoughtful tokens of appreciation for their unwavering presence and strength. They also served as a reminder that fatherhood in the home, in the firm, and in fact anywhere, is worth celebrating.

And of course, no K+P event is complete without the classic jamboree. Music, dancing, food, drinks, and uninhibited joy closed out the evening in true warrior fashion.

To Principal, Sefakor, and Uncle Amenu - your fatherhood continues to leave an indelible mark on us.

And to all our fathers, thank you. Your leadership, care, and consistency help shape the very

best of who we are. This celebration was for you, and so is our ongoing gratitude.

We see you, we honour you, and we're better because of you.



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**

WORD SEARCH PUZZLE – REISSUED!



**Because no one cracked the code last week,
we're giving everyone another chance!**

This week, we've republished the word search puzzle, created from 60 carefully selected keywords tied to last week's editorial feature, "Read to Rise: Why Every Legal and Business Mind Needs a Reading Habit."

These words were drawn from both the article and the Reading Reflection, reflecting key themes around reading culture, law, business, personal growth, and professional development.

Think you can find them all?

Give it another go; and remember, it's more than a puzzle. It's a reminder of the language that shapes our work and growth.

Happy searching, and good luck this time!

RIDDLE OF THE WEEK

How do eight eights add up to one thousand?

Answer for Last Week's Riddle:

Because it has Greece at the bottom.

ACCUMULATED POINTS OVERTIME

(INDIVIDUALS WHO HAVE SOLVED AND SUBMITTED THE PUZZLES)



**JAMES
QUARTEY**

5



**VANESSA
ALABI**

4



**MAKAFUI
AKYEA-ANSAH**

4



**MARYLOVE OPOKU-
MENSAH OTOO**

2



**NAYORM
NYALETEY**

2

**JOURNEY TO THE ULTIMATE
PRIZE AT THE END OF YEAR!**

WHO WINS?

IN PASSING

LEADING ACROSS DIFFERENCE:

Notes from the Heart of Management

By Sofia Wise, *An Outlier Writer*



In a firm as dynamic and multi-dimensional as ours, managing teams isn't just about processes, deadlines, or key performance indicators. It's about people, their unique perspectives, professional backgrounds, experiences, temperaments, and the many layers that make our organisation what it is.

Over the years, one truth has become increasingly clear: we are not managing a machine, we are nurturing a living, evolving ecosystem.

Across our departments and units, we see different ways of thinking and working. Some colleagues are grounded in systems, logic, and precision. Others bring vision, creativity, strategy, and the ability to adapt quickly. Some value tradition and stability; others thrive on

innovation and speed. Some are just beginning their professional journeys; others have decades of deep insight behind them. Together, we form something incredibly powerful, but only if we learn how to lead across that diversity.

1. Aligning Without Erasing Differences

The goal of effective leadership isn't to make everyone the same. It's to create shared purpose without forcing uniformity. Each professional lens brings value. Differences in approach are not obstacles. They are opportunities for deeper learning, creative problem-solving, and more resilient decision-making.

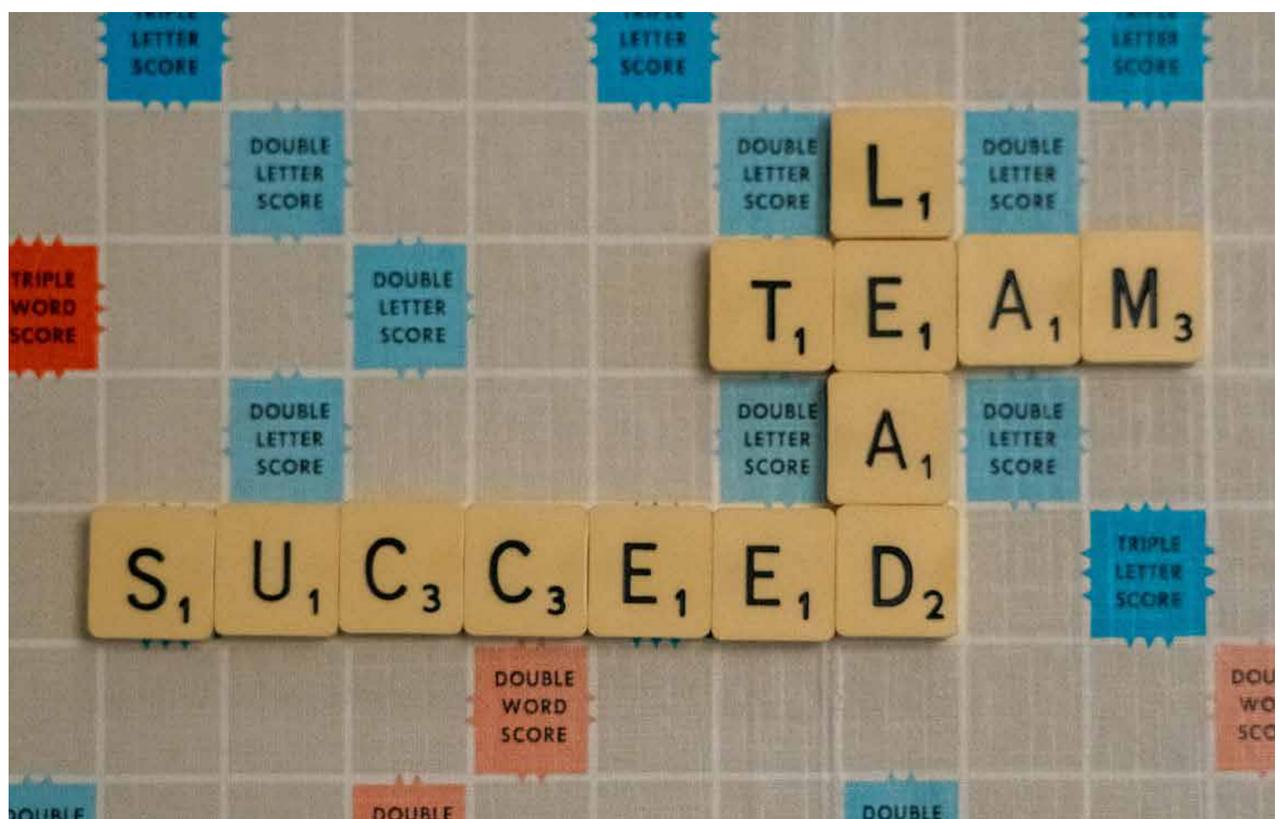
When we manage with this in

mind, we shift from coordination to coherence, where everyone is pulling in the same direction, even if they're doing so in different ways.

2. The Generational Mosaic

Our teams are multigenerational, and that's something to celebrate. We benefit from the steady hands of experience and the fresh eyes of those new to the field. Both perspectives are vital.

In managing this mix, we've learned that wisdom and curiosity must walk together. We must listen to the stories of those who've been here longest, while also inviting the bold questions of those just joining. Leadership here means building bridges between generations, not walls.



3. Leadership is Emotional, Not Just Operational

Leadership isn't just about strategy or output. It's also about empathy, trust, and emotional awareness. Managing people requires us to understand not only what they do, but also how they feel doing it.

Moments of tension, burnout, miscommunication, or even silence often have deeper roots. As leaders and colleagues, we need to stay attuned. A quiet colleague may be overwhelmed. A high performer may be struggling silently. The more we lead with compassion, the stronger our teams become.

Regular check-ins, active listening, and simply being present can make all the difference. These are not small acts, they are leadership essentials.

4. Translating Across Expertise

In a multidisciplinary environment like ours, people often speak different "professional languages." What seems urgent to one person might feel procedural to another. What looks like a brilliant idea in one department may raise compliance or operational concerns in another.

Instead of letting these differences create silos, we should use them to foster collaboration built on mutual understanding. Leadership in this context means becoming a translator, someone who sees

the value in all viewpoints and helps connect them.

5. Culture Is Built in the Everyday

Culture is not something written on a wall or a policy document. It's something we live every day. It's how we give feedback. How we handle mistakes. How we celebrate wins both big and small.

The culture we build must be grounded in our shared values: respect, integrity, openness, and excellence. These values are expressed not in slogans but in how we treat one another, especially when things are difficult or uncertain.

As a management team, we remain committed to modelling the culture we want to see. We invite all leaders and teams to do the same.

6. Don't Forget the Foundation: We Need a Shared Signpost

In all our growth, complexity, and forward motion, we must never forget our foundation, why this firm was started, what it stands for, and who or what has held it together over time.

Whether it's a founding vision, a set of enduring principles, or even a respected individual who embodies the spirit of the organisation, every thriving team needs a signpost, something or someone we can all draw strength from and return to in moments of uncertainty.

That signpost keeps us grounded. It reminds us of the why behind the what. It ensures that no matter how diverse we are in thought, age, or expertise, we remain anchored to something larger than ourselves.

As we manage across difference, let's keep that foundation visible. Let's speak of it often. Let it inform our decisions and shape our future.

In Closing: Stewardship Over Control

To manage in a place like this is to steward something complex and precious. Our role is not to control people, but to create an environment where difference leads to synergy, not conflict.

Let's continue to manage with both structure and sensitivity. Let's embrace our diversity not just as a feature of the firm, but as its greatest strength. And above all, let's hold tightly to the signposts that remind us of who we are, and who we are becoming.

Together, we are not just working, we are building something enduring.



MOUTH SHAKERS INC.

By the Office Whisperer

It started with a triple-decker sandwich at 9:17 a.m. sharp. Not lunch. Not brunch. Pre-breakfast breakfast. And that, dear colleagues, is how Ama, the Culinary Connoisseur, kicked off her day before the daily stand-up even stood up.

Her spoon-to-mouth reflexes? Lightning-fast. Some say if you blink, you'll miss a whole course. Others claim she once chewed through an entire meat pie during a three-second Wi-Fi outage.

But now, it's not just Ama. There's a new co-chewer in the building, none other than Kwame "Choplif" Asare. His motto? "If it fits in a Tupperware, it fits in my day."

This dynamic duo has turned the office into their personal buffet battleground. From chin-chomping chin-chin by the copier to stealthy soup slurps during strategy calls, their jaws have never known rest.

Firm gossip has it:

- Ama stores crispy plantain in drawer A12. Labeled "Emergency Only" – used hourly.

- Kwame's drawer? A pepper sauce collection so potent it once made an office mate cry.

- One intern caught them mid-bite, mid-negotiation, mid-high-five. "Contract signed, now pass the shito."



Rainy Friday? You'd think they'd slow down. Nope. Ama was repackaging jollof like it was gold bullion, while Kwame set up a buffet line next to the large printer at the hallway. Someone tried to print a memo and accidentally got a side of "Gɔbe", "Yɔɔ ke gari", and "Red red", whatever.

They've inspired a new term: "mouth shaking", a sacred art of chewing while nodding at management like you're 100% listening.

Best moment this week? Kwame was asked, "Do you eat to live or live to eat?" He chewed slowly, looked deep into the distance, and said: "I eat to survive office Wi-Fi."

So next time you hear a suspicious crunch, slurp, or satisfied sigh during a Zoom call, don't panic.

It's just Ama and Kwame, proudly holding down their real positions: Chief Executive Snackers of the Office.



INSIDE THE BOARDROOM:

Kimathi & Partners Hosts FALAS – Ghana Delegation

Reported by the Editorial Desk



On Monday, 17th June 2025, Kimathi & Partners welcomed a delegation from the Federation of African Law Students (FALAS) – Ghana for a strategic meeting focused on student empowerment, legal education, and collaboration. The 37-minute session, which began promptly at 12:00 PM, was held in our main boardroom and reflected our ongoing commitment to fostering engagement with the next generation of African legal professionals.

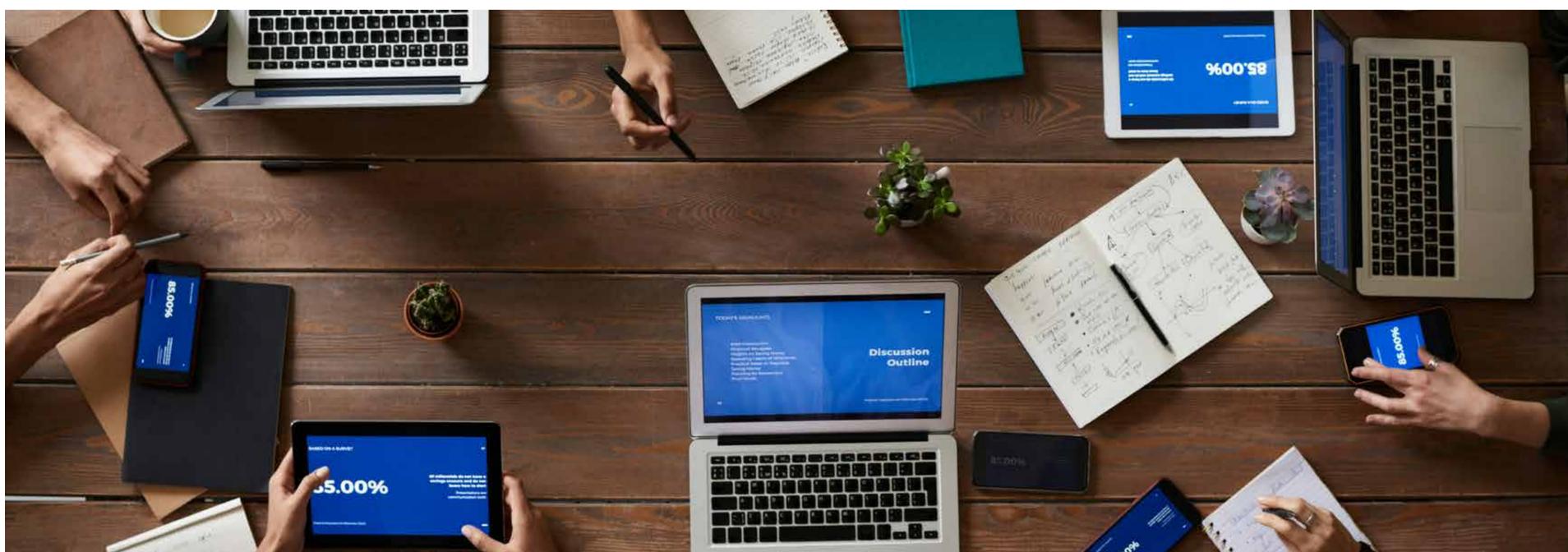
In attendance from FALAS–Ghana were Daniella Hyde (Country Director), Elvis Adjei (Special Aide to the Country Director), Beverlyn Fianko (External Affairs Director), Adwoa Brenyah (Deputy External Affairs

Director), Milton Diodemise (Director of the Internship Board), and Stephanie Mensah (Head of the Publicity Board). Representing Kimathi & Partners were Valery Hilda Atuwu (Partner), Dodzi Koku Hattoh (Consultant), and Kwasi Danso Amoah (Managing Counsel).

Opening remarks were delivered by Dodzi, who expressed the firm’s appreciation for the visit and reaffirmed our broader commitment to youth development, academic excellence, and mentoring future leaders in the legal profession. The FALAS team outlined their organizational vision and objectives, with Beverlyn Fianko and Daniella Hyde providing insight into ongoing initiatives and areas

where collaboration with Kimathi & Partners could yield tangible benefits.

The discussion explored internship opportunities for FALAS members, with emphasis on practical legal exposure, as well as financial support schemes targeting female law students. Additional areas of interest included legal literacy campaigns, joint CSR initiatives, FALAS’ upcoming continental conference in Ethiopia, and a mutual understanding of the internal structures of both organizations. The meeting also offered a platform to share information on Kimathi & Partners’ internship selection process and identify possible synergies in future student-focused projects.



The FALAS–Ghana team indicated their intention to submit relevant documents to support further internal review. A follow-up meeting will be scheduled to finalize the next steps and outline implementation pathways.

FALAS–Ghana serves as the national chapter of the Federation of African Law Students, the continent’s largest independent legal student body. Its mission is to unify African law students, close educational



and professional gaps, and build a strong network of socially conscious legal scholars. Their key initiatives include public lecture series, legal writing and advocacy training, campus outreach on environmental justice, structured mentorships, and student-led legal publications. FALAS–Ghana welcomes support through partnerships, mentorships, and sponsorships aligned with its commitment to accessible and excellent legal education.

ESG WORKSHOP SERIES

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

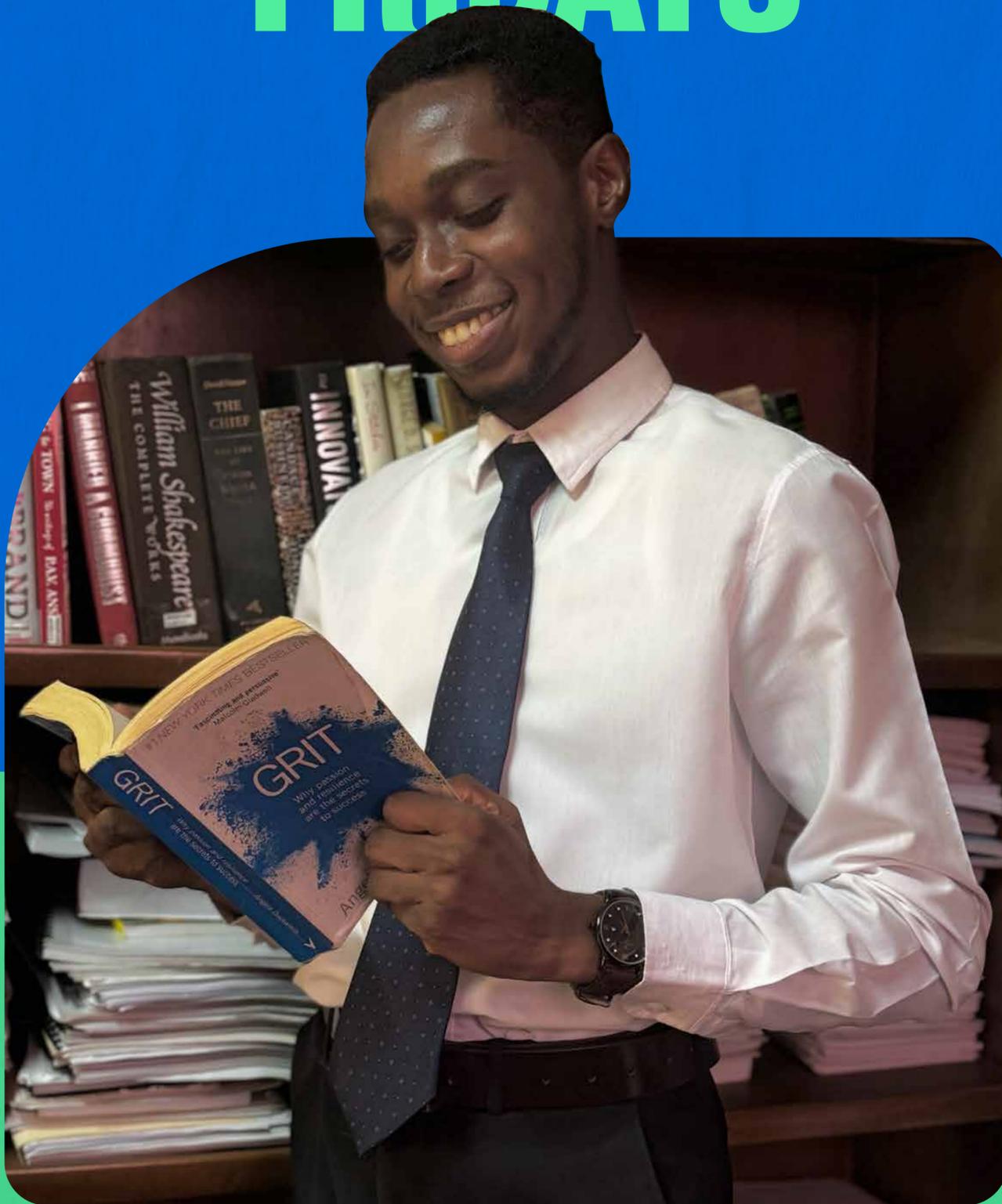
Whether you’re new to ESG or want to deepen your understanding, this is a must-attend.

Date:
25th June, 2025 &
2nd July, 2025

Time:
4:00 PM

Venue:
Auntie Esther’s
Summer Hut

CARRY A BOOK HOME FRIDAYS



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

COMING NEXT WEEK



They've crossed the finish line, but the race has only just begun! Next week, we bring you an exclusive, no-holds-barred interview with our newly qualified lawyers who've just completed their pupillage.

What pushed them through the pressure?
Who did they think of when the stakes were high?
What's next for these bold, brilliant minds?

Get ready for insight, inspiration, and raw reflections, straight from the next generation of legal changemakers.
You won't want to miss it.

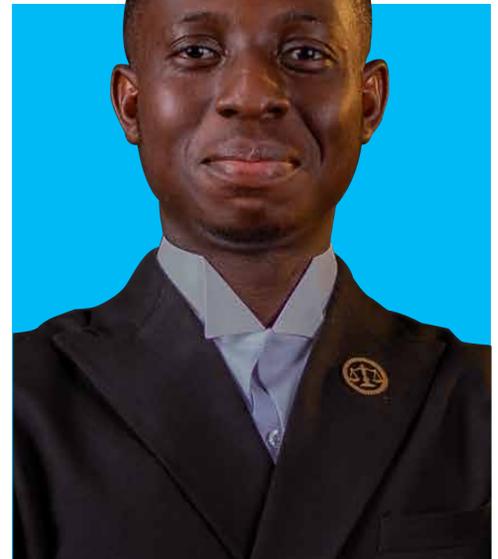
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EDITORIAL TEAM



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**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.