



WEEKLY NEWSLETTER

JULY 2025 WEEK 2

EDITION 15



MAKAFUI KUENYEHIA



JONATHAN AGYEI-PEPRAH



JEFFREY ASAMOAH



JONES AYENSU-DANSO



HENRY SELASIE APERH



EBENEZER QUARTEY



SETH OSEI GYAMFI

BEHIND THE SCREENS WITH OUR IT & BRANDING TEAMS

-By Newsletter Team

EVENING DEVOTION

Theme: **GATHER UP THE LEFTOVER**
John 6:12

Speaker: **Earl Eyram Fosú**

Date: Monday 7th July, 2025
Time: 5:30-6:00 PM
Venue: Online (Zoom/ Microsoft Teams)

Wisdom is The Principal Thing

CLE/ICPD KNOWLEDGE SERIES

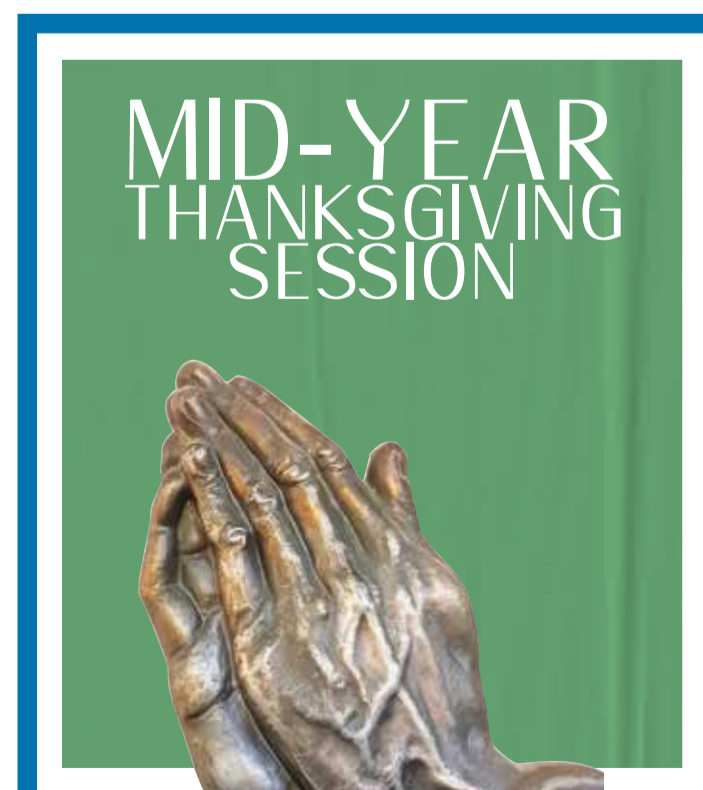
TOPIC: **GHANA'S UPSTREAM PETROLEUM SECTOR: AN OVERVIEW OF THE KEY LAWS, REGULATIONS, AND INSTITUTIONS SHAPING THE INDUSTRY**

SPEAKERS: **Earl Eyram Fosú**, **Mariah Ofori**

MODERATOR: **Marcus Eshun**

Date: WEDNESDAY 9TH JULY, 2025
Time: 4PM GMT
Venue: ONLINE (Zoom/ Microsoft Teams)

Wisdom is The Principal Thing



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THE HANDS BEHIND THE MAGIC

Every edition of The Happy Warrior seeks to do one thing well, shine a spotlight on the heartbeats behind our operations, those who make the everyday exceptional. This week, we turn the lens toward those who rarely seek it: our IT and Branding teams, the quiet custodians of calm, clarity, and connectivity.

Behind every seamless Zoom call, every restored device, every flyer that perfectly captures our story, is a team that works not in the spotlight but under it - keeping our systems secure, our brand consistent, and our work resilient.

The tribute to Jeffrey, a legend of our tech journey, was more than a nostalgic glance. It was a reminder that culture is not only shaped by policies, but by people. Jeffrey's brilliance wasn't just in his technical skills, but in how he made tech accessible and even...enjoyable.

Now, with Henry and Ebenezer carrying the torch under Makafui's remote-yet-steady leadership, we see how legacy and learning go hand in hand. Theirs is a team that doesn't just troubleshoot; they future-proof.

Cheers to our branding team, who "add colour" and transform all our in-house communication into designs that causes us to take action. From posters you see daily to the merchandises and well crafted documents like the newsletter you are currently reading, we are grateful for the creative minds that make this possible. Working remotely from Koforidua, Jonathan and Seth transform our ideas into reality and makes our brand more memorable.

Earl's Monday devotion, "Gather Up the Leftovers," stirred something deeper. With John 6:12 as his anchor, he reminded us that what remains after the miracle still matters. That fragments, whether emotional, spiritual, or professional, carry lessons if we dare to pause, gather, and reflect. What an apt metaphor for the kind of work we do assembling fragments of facts, thoughts, efforts, and data into a full picture of impact and excellence.

From Selinam's spiritual reporting to Sofia's compelling case for research as an everyday advantage, one thread runs through it all: Excellence is quiet. Grit is steady. Value is often invisible until it's written, remembered, or revived.

So as you flip through this issue, we invite you to ask: What have you been overlooking in your own "leftovers"? What quiet victories or invisible labours deserve your gratitude or perhaps, a quick email of thanks?

To all our behind-the-scenes warriors: we see you. We appreciate you. And we're stronger because of you.



BEHIND THE SCREENS WITH OUR IT TEAM

By Newsletter Team



Every firm has its unsung heroes and ours operate behind the screens. From frozen logins to system crashes mid-deal, our IT team has been the steady, responsive, and quietly brilliant engine keeping our digital operations alive. They may not be seated next to us, but their presence is felt in every functional device and seamless system we rely on daily.

Our IT support team is proudly outsourced from Proweb, a tech firm known for its expertise and reliability, and headed by the calm and visionary Makafui. Though Makafui operates largely offsite, he has always kept a close strategic eye on the ground, ensuring that the firm's digital infrastructure remains secure, stable, and future-ready. His leadership anchors the team's efforts, bridging remote coordination with consistent on-site responsiveness.



No story of our IT journey is complete without paying tribute to two unforgettable personalities who defined the culture and heartbeat of tech support at the firm: Jeffrey and Jones.

Jeffrey, who recently left us, wasn't just our main in-house tech guy. He was a phenomenon. Effortlessly stylish, endlessly knowledgeable, and deeply human, Jeffrey made tech feel less like a problem and more like a partnership. He was the one who could breeze through a system restore while cracking a joke or calm a full office during a Zoom outage.





But Jeffrey wasn't just solving problems, he was building knowledge. He led several CLE and CPD training sessions, walking us through everything from cybersecurity basics to advanced file-sharing protocols, all in a language lawyers could understand. His passion for tech research and internal process improvement left behind a legacy of smarter, smoother workflows. "Jeff never just told us what to do, he helped us understand why," one colleague shared.

By Jeffrey's side, in the early days, was Jones, affectionately known as "the pastor." Jones brought more than IT skills, he brought patience, warmth, and a natural calm that turned even the tensest tech crises into manageable moments. Though he left the firm some time ago, Jones' imprint lives on in the structure and spirit of the support systems he helped

build an enduring reminder that service is as much about presence as it is about performance.

As the torch passed on, the team welcomed Henry, a quiet powerhouse who has grown into a key player. Known for his analytical approach and laser focus, Henry now handles everything from back-end diagnostics to major software deployments. He's the kind of guy who doesn't make noise but makes things work. And in a firm like ours, that's golden.

Now, the next chapter begins with Ebenezer, the latest addition to the team. Young, sharp, and eager to learn, Ebenezer is already demonstrating the drive and curiosity that define the best in IT. Under Makafui's leadership and alongside Henry, he's poised to bring his own energy to the team's evolving legacy.

As a collective, the IT team, past and present, remains an essential part of the firm's rhythm. They don't just fix tech; they empower people. They protect data, improve systems, and ensure that when we log in each morning, everything just works.

Here's to Jeffrey and Jones, to Henry and Ebenezer, to Makafui and the Proweb team, for making magic happen, one cable, one code, and one call at a time.

*As a collective,
the IT team, past
and present,
remains an
essential part of
the firm's rhythm.*



SIDEBAR FEATURE:

JEFFREY MOMENTS, A LEGACY IN FIVE HIGHLIGHTS



01

Jeff, the Zoom Whisperer

During a high-stakes arbitration prep, half the team's cameras froze. Jeff walked in, smiled, hit two keys and suddenly, clarity. "You're good," he said. He was right.

02

The Cybersecurity CLE That Changed How We Click

Jeffrey's most-attended CPD session taught us how to spot phishing emails before disaster struck. Practical, funny, and firm-saving.

03

When He Wrote the Troubleshooting Manual – From Scratch

Rather than waiting on a third-party system, Jeff designed and documented a tailored IT guide for the firm, clear, simple, and usable by all.

04

That Time He Got the Printer to Apologize

Okay, not literally. But he fixed the entire printing system on a Monday morning without interrupting work. Magic.

05

"Just Vibe with It" – The Catchphrase

Jeffrey's go-to phrase usually said just before resolving an issue. His vibe lives on—in our systems and in our memories.

BEHIND THE SCREENS WITH OUR BRANDING TEAM

By Newsletter Team



The story begins 6 years ago, when this bright young man walked into the doors of Kimathi & Partners. The Firm, at that time, required a newsletter design that would aid in the dissemination of information and ease the record-keeping of its activities. Our Firm demands and gives the highest level of excellence and attention to detail to every task. So, the stakes for this workflow were very high.

As a Firm that provides the same top-notch level of service to its global multinational clients, at the same standard they would receive from a magic circle law firm in London, meeting the standard is never enough. We expect only to exceed all expectations. Few young people survive the high demands. Then walks in Jonathan.

After being briefed, he carefully utilized the information given to him and created beautiful designs for us that helped solve our in-house communication in a short amount of time. The associate lawyers were impressed with his understanding of the brief and execution of work, and he was highly recommended. Their testimony of him was that 'He thinks outside the box or even removes the box. His creativity and the expression of it knew no limits.

Of course, he was hired as the Graphic Design Consultancy to handle all our documents, in-house visual communication, print materials, and merchandise designs.

10 months after, THE MANOR CAVE was founded. The rest, as they say, is history. We take pride in hiring and training the best. It is one of our Core Values of Excellence. And, we are proud to say that Jonathan is currently one of the best Graphic Designers in Ghana. His understanding of design and solving problems is remarkable. He breathes more colour and soul to our communications. He is a young man to look out for in the new generation of Graphic Designers.



IDEAS BECOME REALITY

Jonathan is not just pure talent but has a great attitude towards work. He has proven himself time and time again as someone who is always willing to go the extra mile to satisfy the needs of his clients. Our firm operates a 24/7 practice, as we work with clients from all over the world in different time zones. With this backdrop, Jonathan is always our 'Midnight Warrior'. No matter the time we call on him, he is always ready to show up and get the job done. A true warrior who works assiduously with his heart and mind.

A shining example of this is when we had to deliver a very important work. The Mastercard Foundation had decided to conduct an investigation into the allegations of a whistleblower case and sought the services of a reputable firm to undertake the end-of-program forensic and financial audit for the Foundation and the CAMFED Canada program. The Foundation appointed Kimathi & Partners to audit and express an opinion on the case. We were on a tight deadline and all hands were on deck. Jonathan worked with us through the dawn. He turned our rather long-worded document into a beautiful, high-resolution piece that captured the very essence of the presentation. This made it very clear and easy for even a 5-year-old reader to understand the information quickly.

Our clients were impressed by the presentation of the information we had sent, as it was easier to follow the logic of our argument, and to scan for important information. What makes this even more impressive is the fact that it was his

birthday. But his dedication to excellence and his sense of duty drove him to forfeit a celebration to put a smile on the face of our client.

As one of the best firms in Ghana, Kimathi & Partners takes absolute care of its visual brand as well. We take pride in our visual identity as it makes our business memorable and stands out from all the other firms in the country. Jonathan demonstrates exceptional knowledge in design and has helped craft a unique visual brand for the firm.



Touching on leadership, Jonathan has strong leadership qualities. Establishing THE MANOR CAVE in Koforidua to serve as a Creative Hub and safe space for teaching, hiring, and mentoring young creatives in the Eastern region is impressive and daring. This shows his commitment to expanding the global design ecosystem. Jonathan is always willing to help and his contribution to the design community must be applauded.

Seth is a clear example of an individual from Koforidua benefitting from this vision. He is being trained to become one of the best designers to work with. Our core values and work ethics being impacted on him makes him ready to work with clients all over the world.

Jonathan is described by his peers as someone who always has a positive mindset. His mantra "It's A Beautiful Day" which precedes all his salutations and daily messages goes to signify his outlook on life.

Cheers to Jonathan and Seth for "adding colour" to our brand and making it more memorable.



DEVOTION SPOTLIGHT:

GATHER UP THE LEFTOVERS

Devotion with Earl

REPORT BY
Miriam Selinam Tsri
FREELANCE REPORTER



This Monday's online devotion may have started with a brief "technical wilderness," but as always, we made our way to the Promised Land of divine reflection. With a slightly delayed start and a few giggles along the way (hello, Benjamin's brain!), we kicked off with an opening prayer from Evangelist Benjamin and entered into a deeply nourishing time in the Word.

Our speaker for the evening, Earl, shared a compelling message titled: "Gather Up the Leftover," rooted in John 6:12, the well-known account of Jesus feeding the five thousand. But Earl did not serve the loaves and fish, he served the revelation behind the fragments.

Leftovers with a Lesson

Jesus said, "Gather up the fragments that nothing may be lost." What an odd command to collect scraps after a miracle buffet! But as Earl illustrated, this act was not about waste management. It was a lesson in gratitude, stewardship, and remembrance. Unlike the manna in the wilderness that rotted when hoarded, these leftovers were meant to be preserved as tangible proof of God's overflowing provision.

We were challenged: Are we so focused on the next miracle that we ignore the blessings we're already living in? Have we forgotten that breath, peace of mind, and even "small wins" are answered prayers?

From Passover to Purpose

Earl took us back to the Old Testament, comparing this moment with the Israelites' time in the wilderness. There, God gave them manna but instructed them not to store any for the next day. Those who disobeyed found their manna spoiled by morning.

The lesson? Back then, God was teaching them obedience and dependence — that He is Jehovah Jireh, their daily provider. Storing food symbolized distrust in His ability to provide tomorrow.

But fast forward to Jesus, and the instruction changes now, the leftovers are meant to be gathered. Why? Because God was no longer just teaching obedience, but also remembrance and stewardship.

And when they had eaten their fill, he told his disciples, "Gather up the leftover fragments, that nothing may be lost."

John 6:12

Parables and Principles: The Talents, David, and Romans 8:28

a. The Parable of the Talents (Matthew 25):

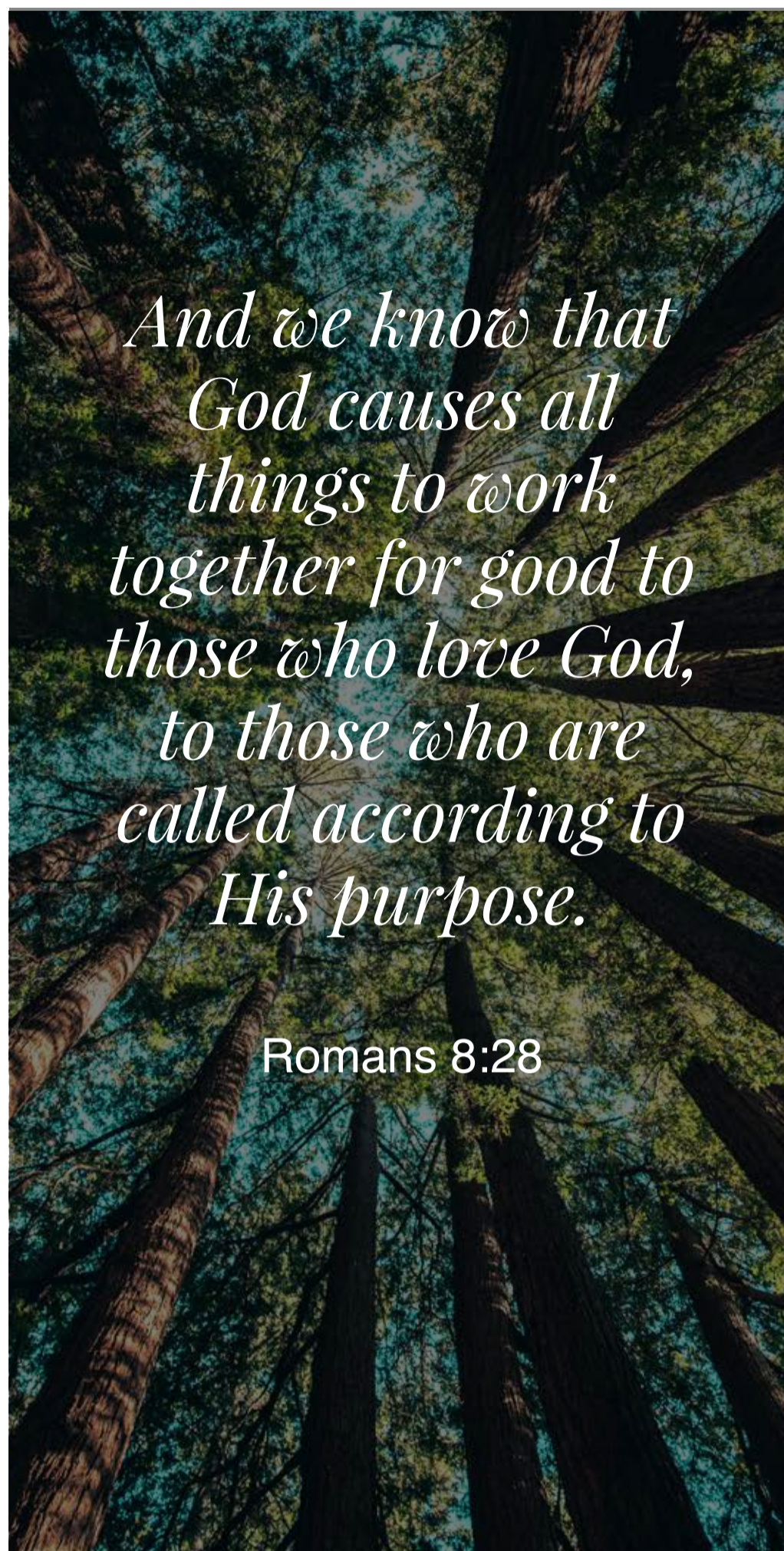
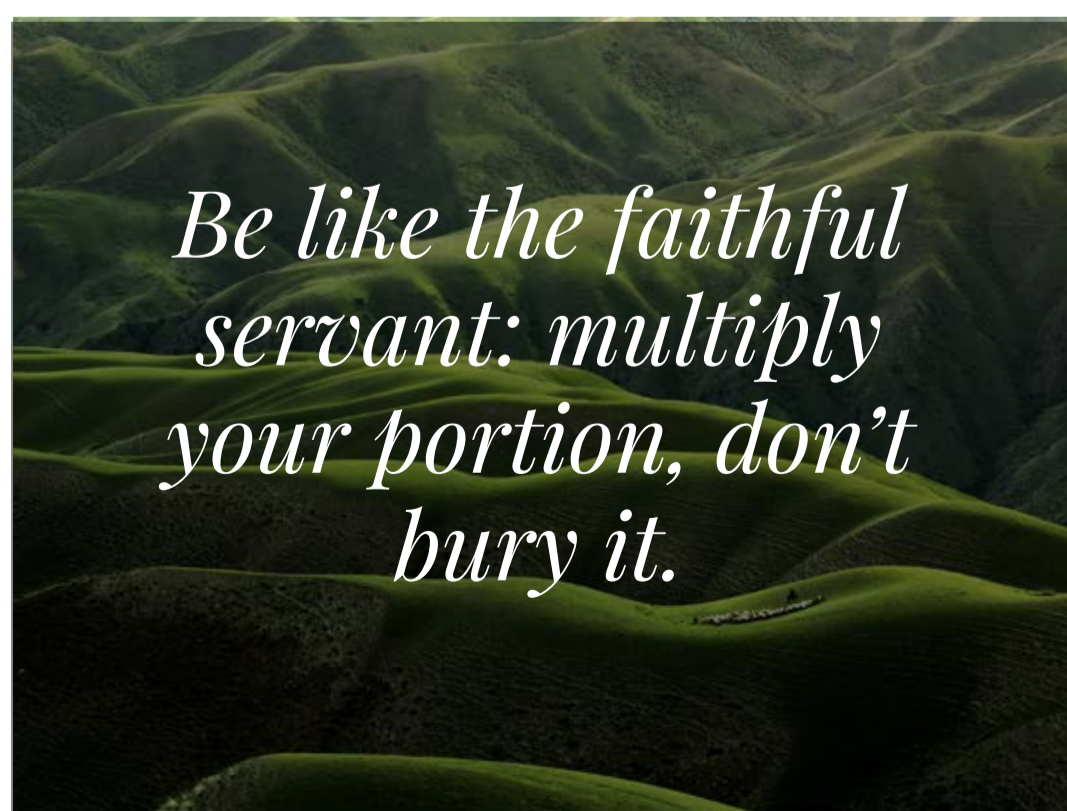
One servant multiplied what he was given. Another buried it out of fear. Like the servant who hoarded, sometimes we store what God gives us but do nothing with it. Earl taught that stewardship is about multiplication and remembering God in the process, not just safeguarding the blessing.

b. David's Grief (2 Samuel 12):

When David's child died, after praying and fasting, he got up, cleaned himself, and worshipped. Why? Because he had a heart that always returned to God a heart that remembered the journey. David gathered even the painful "leftovers" and offered them in worship.

c. Romans 8:28:

"All things work together for the good of those who love God." Earl emphasized that all things good, bad, uncomfortable are part of God's provision. Even when God gives us a situation instead of a solution, it's His way of teaching us, growing us, preparing us. Don't throw away what looks like leftovers.



Gathering Is Worship

Earl made it clear: gathering the leftovers is not about hoarding. It's about gratitude. It's a heart posture that acknowledges:

Every good and perfect gift comes from above.

The blessings of God come without sorrow (Proverbs 10:22).

You're not where you are by your might or wisdom, but by grace.

He referenced Psalm 23:5 "My cup runs over..." and Luke 6:38 "Good measure, pressed down, shaken together, and running over..." These were not empty verses, but truths we often live in without realizing.

Practical Wisdom from the Message

Be like Jesus: pause after the miracle and say, "Let's gather what remains."

Be like David: worship even after loss, because you remember the Shepherd who found you in the field.

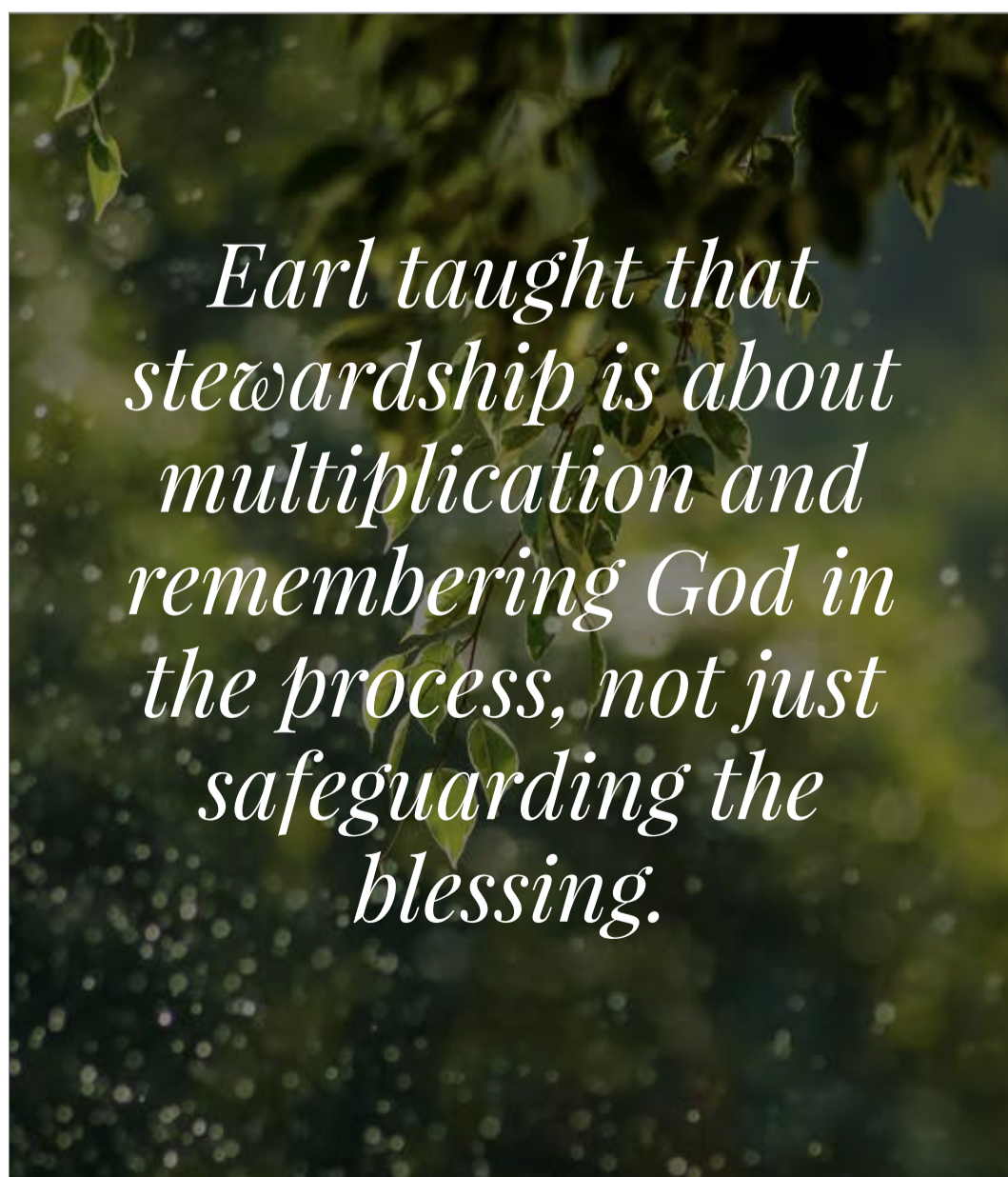
Be like the faithful servant: multiply your portion, don't bury it.

Don't wait for a breakthrough to thank God. You're already living in one.

Every breath, every step, every little win is a leftover worth gathering.

Nancy's Benediction

Nancy closed us out with a prayer, calling on God to cover us, guide us, and remind us this week of our identity and victory in Him. We were reminded to walk in power, remain under His wings, and carry forward the Word that had nourished us.



CRUDE TRUTHS: WHAT WE SHOULD ALL KNOW ABOUT GHANA'S UPSTREAM OIL INDUSTRY

REPORT BY
Divine Selase
Agborli
STAFF WRITER



Last week's CLE session did not merely add another tick to the attendance sheet — it invited us into a masterclass. On offer was a panoramic legal stroll through Ghana's upstream petroleum sector, with none other than Selinam and Divine as our scholarly guides. Marcus helmed the moderation, ensuring that this intellectual voyage remained both anchored and buoyant.

Now, "upstream petroleum" may not be everyone's idea of cocktail conversation, but this session made a persuasive case for its relevance — not just to nation-building, but to the modern commercial lawyer's briefcase. Ghana, after all, is no longer the wide-eyed new entrant into the oil game. Since the commercial discovery in 2007, she has been refining a legal and regulatory ecosystem that is at once investment

-friendly and sovereignty-conscious — a balancing act that requires sharp lawyers on both sides of the table.

And so, with understated authority, Selinam and Divine laid out the scene: the Ministry of Energy at the helm, the Petroleum Commission as regulator-in-chief, and a cast of actors from GNPC to ENI executing the upstream script. The emphasis? That this is a space where legislative text meets billion-dollar interests — and where precision in counsel is not optional, but existential.

One could be forgiven for thinking oil law starts and ends with a signature on a petroleum agreement. Not quite. The team led us through the relevant statutes with surgical grace. Then came the legislative instruments and guidelines — those often-neglected but

essential brushstrokes that complete the legal canvas. Here, it became evident that advising in this sector is not for the faint of heart or the shortcut-inclined. One must read, then reread — and then read the regulations' guidelines for good measure.

We then approached the discussion surrounding Petroleum Agreements (PAs). Not everyone is welcome to this table — only those incorporated in Ghana and fit for purpose. And even then, a ministerial nod is insufficient. Article 268 of the 1992 Constitution demands Parliamentary ratification for any concession involving a natural resource. Until then, your PA is merely a promising manuscript awaiting its publisher.



Here, Selinam was at her didactic best, citing the Maersk Drillship IV case to remind us that ratified petroleum agreements attain the status of law — yes, law — binding not only between the parties but between generations.

If one ever doubted that law can be unapologetically nationalist, a glance at L.I. 2204 would suffice. Ghana is no longer merely asking investors to consider local partners; she is insisting. At least 10% equity for indigenous companies in Joint Venture Companies. Mandatory use of Ghanaian lawyers, brokers, bankers. And oh — your reinsurance? Kindly route it through a local brokerage.

Divine unpacked this regime not as a series of roadblocks, but as Ghana's sovereign assertion in the global oil narrative. It is not just about equity participation; it is about building capacity, transferring knowledge, and refusing to be a mere wellhead for foreign profit.

No upstream discussion is complete without addressing the State's earnings. Royalties — typically in kind — are levied on gross volumes. Petroleum income tax currently sits at a robust 35%, levied on profits. And yes, capital gains tax is alive and well, especially when participatory interests or shareholding structures begin to shift

under the table.

The presenters made clear that beneath the jargon of “fiscal regime” lies an unavoidable truth: the government always gets its cut — the only question is how cleanly.

This was not a session for passive note-taking. It was a reminder that oil law is, in truth, a confluence of commercial cunning, statutory fidelity, and developmental purpose. To advise in this space is to translate the law's precision into commercial strategy — and to do so with an eye on Ghana's aspirations.

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.

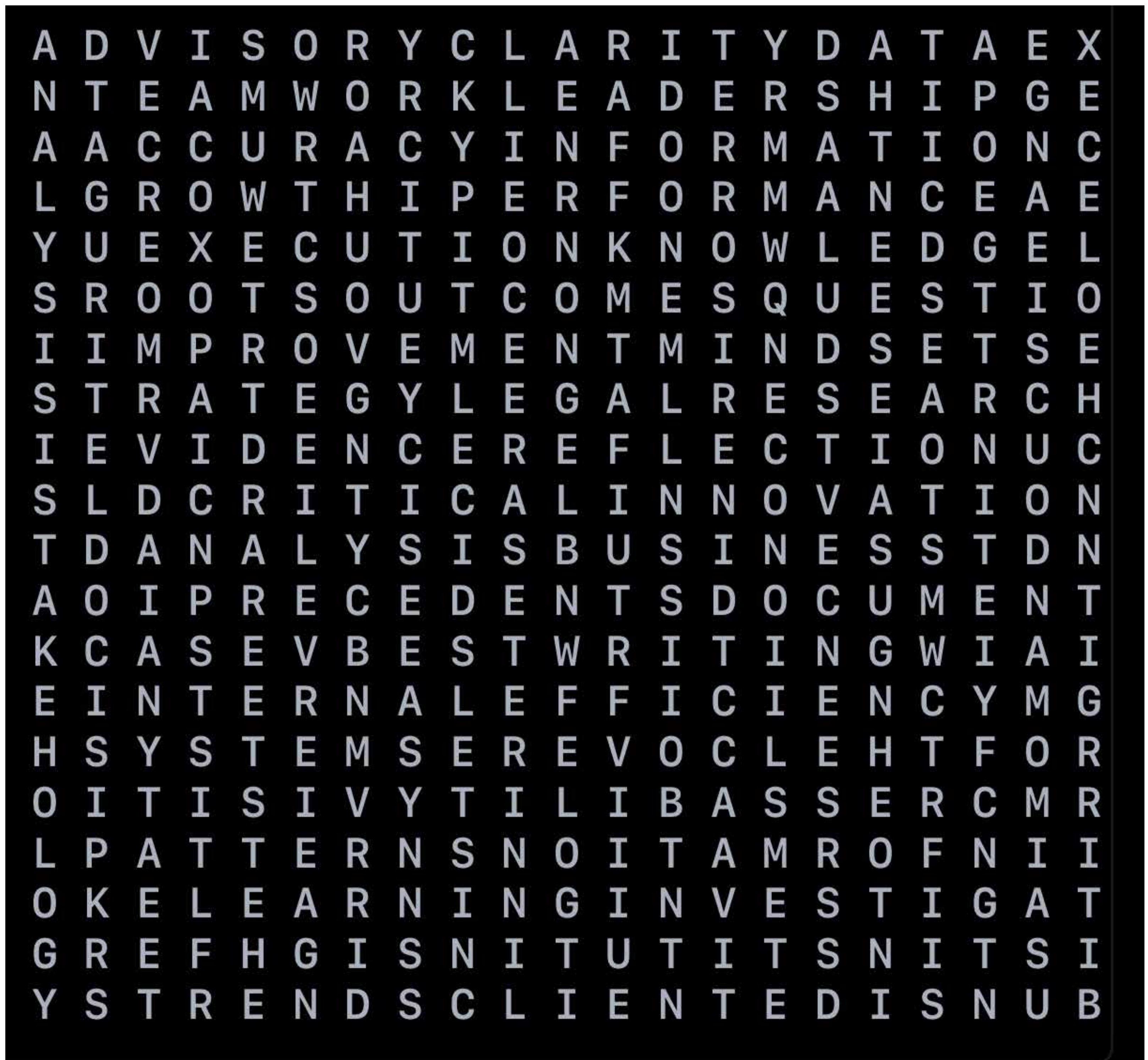
Date:
Monday,
14th July, 2025

Time:
4:30 PM

Venue:
Auntie Esther's
Summer Hut



WORD SEARCH PUZZLE



WHERE TO FIND THE WORDS

RESEARCH: OUR INVISIBLE ADVANTAGE
Why Thinking Critically, Asking Questions, and Documenting Insights Should Be Everyone's Business

THIS WEEK'S WINNER



JAMES QUARTEY

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

A horizontal bar chart with a yellow background. On the left is a portrait of James Quarley. To his right, the text "JAMES QUARTEY" is written in blue. On the far right, a grey square contains the number "6" in blue.

Name	Points
JAMES QUARTEY	6

A horizontal bar chart with a green background. On the left is a portrait of Vanessa Alabi. To her right, the text "VANESSA ALABI" is written in blue. In the center is a portrait of Makafui Akyea-Ansah. To her right, the text "MAKAFUI AKYEA-ANSAH" is written in blue. On the far right, a grey square contains the number "4" in yellow.

Name	Points
VANESSA ALABI	4
MAKAFUI AKYEA-ANSAH	

A horizontal bar chart with a teal background. On the left is a portrait of Marylove OpoKU-Mensah Otoo. To her right, the text "MARYLOVE OPOKU-MENSAH OTOO" is written in blue. In the center is a portrait of Nayorm Nyaletey. To her right, the text "NAYORM NYALETEY" is written in blue. On the far right, a grey square contains the number "2" in green.

Name	Points
MARYLOVE OPOKU-MENSAH OTOO	2
NAYORM NYALETEY	

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

WHISPERS FROM THE WORKSTATION A LITTLE LAPTOP DRAMA (AND A DASH OF AI PARANOIA)

The Office Whisperer (Your Weekly Smiles Department)



We've all had those moments when our laptops just don't cooperate slow to start, freezing during meetings, or mysteriously restarting right when we're about to send that all-important email. But for one of our dear colleagues (name withheld out of respect and maybe a little sympathy), things took a slightly more... personal turn.

It started with the usual tech hiccups: laggy responses, weird restarts, and Zoom calls that froze with the worst facial expressions possible. But soon, what seemed like regular IT issues started to feel like something else. Was the laptop just tired or was it watching?

Yes, the webcam got taped up. The device was unplugged after every use. At one point, it was even moved into a different

room overnight "just to be safe." A few of us chuckled quietly when we heard it, but hey, haven't we all had a moment where we wondered if that little blinking light meant something?

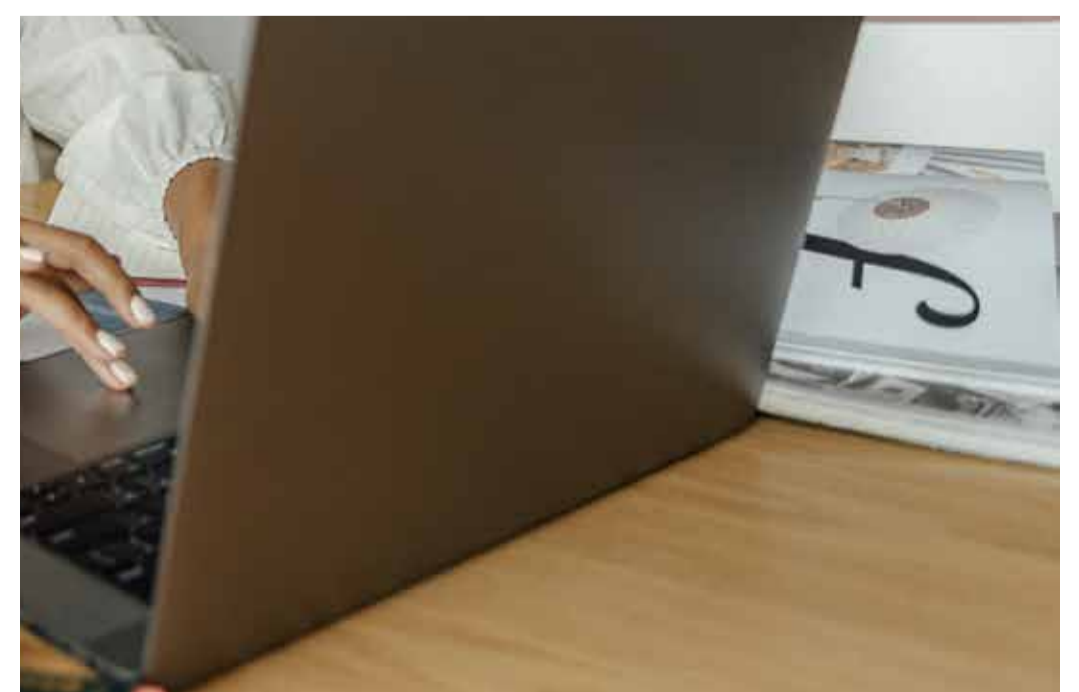
Things escalated when our colleague started side-eyeing the AI chatbots too. "It's like it knows what I'm thinking," they said with a nervous laugh. "I typed a question once, and it suggested exactly what I was about to ask. How does it know?"

To be fair, tools powered by AI have gotten pretty smart lately, offering suggestions, drafting outlines, and helping with tasks faster than ever. But for some, that kind of efficiency can feel a little... uncanny.

Naturally, Jeff, Henry, and even Makafui, were gently roped into the mystery. "Are you sure no one's monitoring us from the backend?" our friend asked with a mix of concern and curiosity. The team calmly reassured them: no spyware, no secret surveillance, and no hidden mics. "Just an old machine that needs some love," they said with a smile.

In the end, it was all resolved with a simple update and a little tech tune-up. But it left us all a little more thoughtful (and maybe a bit more watchful of our own devices). Because let's be honest: in this age of smart machines and digital assistants, it's not completely wild to wonder if the tools we work with are learning more than we realize.

Hence, if you've ever caught yourself whispering around your laptop, side-eyeing your chatbot, or covering your webcam with a sticky note, you're not alone. In fact, you might just be the next chapter in our office tech tales.



“You don’t need to be the smartest person in the room. You need to be the one who shows up. Who is true to their word. Who can figure it out. Who does the boring things well. Who takes pride in their work. Who is reliable. Old fashioned things never go out of style.”

- Sahil Bloom



RIDDLE OF THE WEEK

What word has kst in the middle, in the beginning, and at the end?

Answer for Last Week's Riddle:

Nope

RESEARCH: OUR INVISIBLE ADVANTAGE

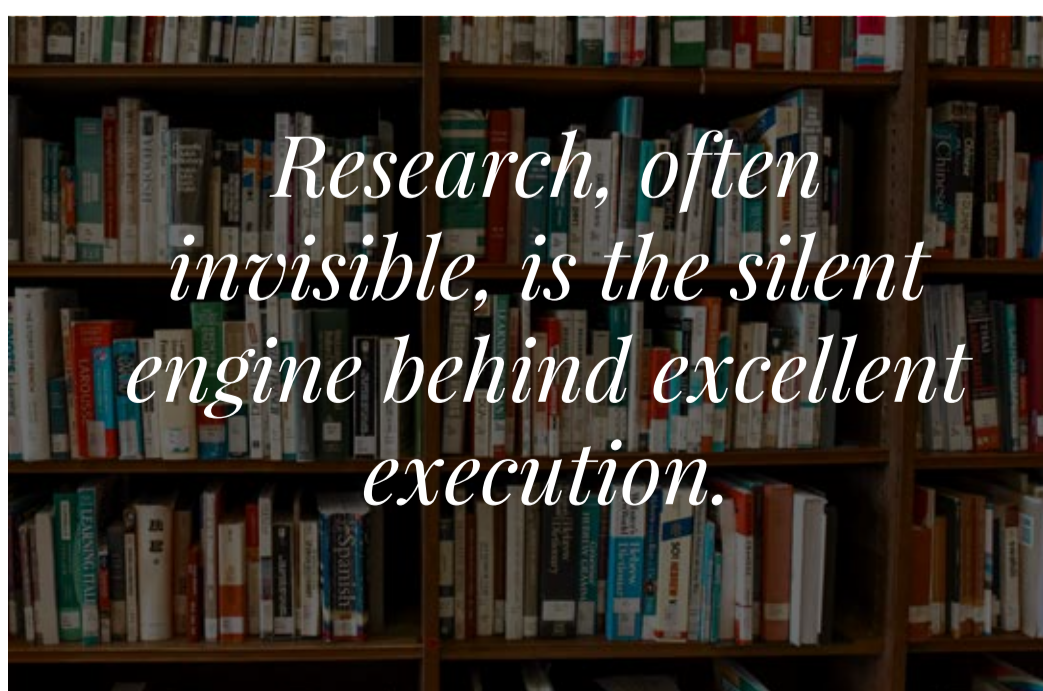
Why Thinking Critically, Asking Questions, and Documenting Insights Should Be Everyone's Business

By Sofia Wise, Staff Writer

In the fast-paced world of legal and business work, research can often be misunderstood as something exclusive to academics or external consultants. But the truth is: research is already part of what we do every day. The challenge is whether we value it enough to do it well and deliberately.

Let's be clear, research isn't just about writing memos or looking up case law. It's not about Googling or downloading industry reports. Research, in its real sense, is about thinking critically, asking the right questions, collecting facts, spotting patterns, and drawing reasoned conclusions to inform sound action.

At our firm, whether you're preparing a brief, drafting a contract, analysing client trends, reviewing new regulations, or streamlining workflow systems you are engaging in research. The question is: Are we doing it rigorously enough to create value?



1. In a World of Noise, We Need Clarity

Clients don't pay us to react. They pay us to understand. To anticipate. To advise with clarity. That level of insight doesn't come from guesswork. It comes from deliberate inquiry: What is the issue behind the issue? What does the data say? What's missing? What has changed?

The value we offer depends on how well we ask, frame, and investigate problems before proposing solutions.

2. Quality Work Depends on Quiet Work

The best legal arguments and business strategies are not created in noisy meetings or fast-moving inboxes. They emerge from focused, well-structured research when someone took the time to dig deeper, compare perspectives, or question an assumption.

Research, often invisible, is the silent engine behind excellent execution.

3. We Can't Afford to Repeat Mistakes

Every delay, rework, or client complaint often has a root cause. And the only way to improve is by investigating what went wrong and why. That's research.

Creating knowledge systems (such as internal case summaries, workflow insights, or precedents) is how we move from simply being busy to being smart. It's how we stop solving the same problem five different times.

4. Documentation Is Not Bureaucracy. It's Leverage

Research without documentation is just memory. And memory fades.

Whether you're part of legal, business support, or management, writing things down, what you've found, tested, or learned, gives the team leverage. It turns individual insights into institutional strength.

A well-written note on a client's preferences, a smart workaround to a regulatory issue, or a lessons-learned document after a project, these are gold. But only if we record them.

5. From Reaction to Leadership


Firms that lead their industries aren't reactive. They are informed, strategic, and curious. The same goes for professionals. The ones who stand out are those who connect the dots, keep learning, and build on what they've learned.

Research isn't a side job. It's a mindset. A discipline. And in a competitive world, it's a practical advantage.

Bottom Line:

Good research doesn't slow us down, it saves us time, sharpens our thinking, protects our clients, and builds a culture of excellence. Let's stop thinking of it as optional. Let's start treating it as an everyday tool.

Whether you're solving a legal question, managing operations, or improving internal systems, ask better questions, document what you find, and share the insight. That's how we grow stronger together.



Clients don't pay us to react. They pay us to understand. To anticipate.

A man asks his Solicitor:
'If I give you Ghs. 1,000, will
you answer two questions for
me?'

The solicitor replies:
'Absolutely! What's the
second question?'



And those who were
seen dancing were
thought to be insane by
those who could not
hear the music.”

- Friedrich Nietzsche



REFLECTIVE LEARNING AND WRITING

University of Kent, Student Learning Advisory Service

By Marcus Kwabena Acheampong Boafo



Brief Summary

Reflective Learning and Writing by University of Kent, Student Learning Advisory Service explains what reflective learning and writing is and entails.

Reflective learning emphasizes that learning derives from our experiences as well as the knowledge that we gain from studying. Reflective learning involves applying knowledge to experiences to create new learning.

Further, reflective learning is also termed experiential learning and is often associated with work-based learning. Reflective learning is used in higher education to enable learners assess their strengths and weaknesses and identifying areas of study that they want to develop further. This is also a valuable skill in graduate employment.

There are a number of models of reflective learning that are useful to prompt reflection. However, in Gibbs' Reflective Cycle six stages of reflection are identified as follows:

1. Description.

With this a learner describes as a matter of fact what just happened during the critical incident or chosen episode for reflection.

2. Feelings.

Learners here assess what they are thinking and feeling at the time.

3. Evaluation.

Learners list points or tell the story about what was Good and what was Bad about the experience.

4. Analysis.

Learners assess what sense they can make out of the situation and what it means.

5. Conclusion.

Learners assess what else they could have done or perhaps not have done.

6. Action Plan.

Learners assess if it arose again, what they would do differently and how they will adapt their practice in light of this new understanding.

The University of Kent logo is displayed in white text on a dark blue background. The word "University of" is in a smaller font above the word "Kent", which is in a larger, bold font.

University of
Kent

Lessons Learnt From The Book

I have learnt the following lessons from this book on how to write good reflective reports:

1. Make connections between the event you have described and your knowledge.
2. Show evidence that you have learned something as a result of your experience.
3. Include the views and motives of others involved as well as awareness of your own feelings in response to the event.

4. Show awareness of your own strengths and weaknesses.

5. Demonstrate that you have questioned what you did.

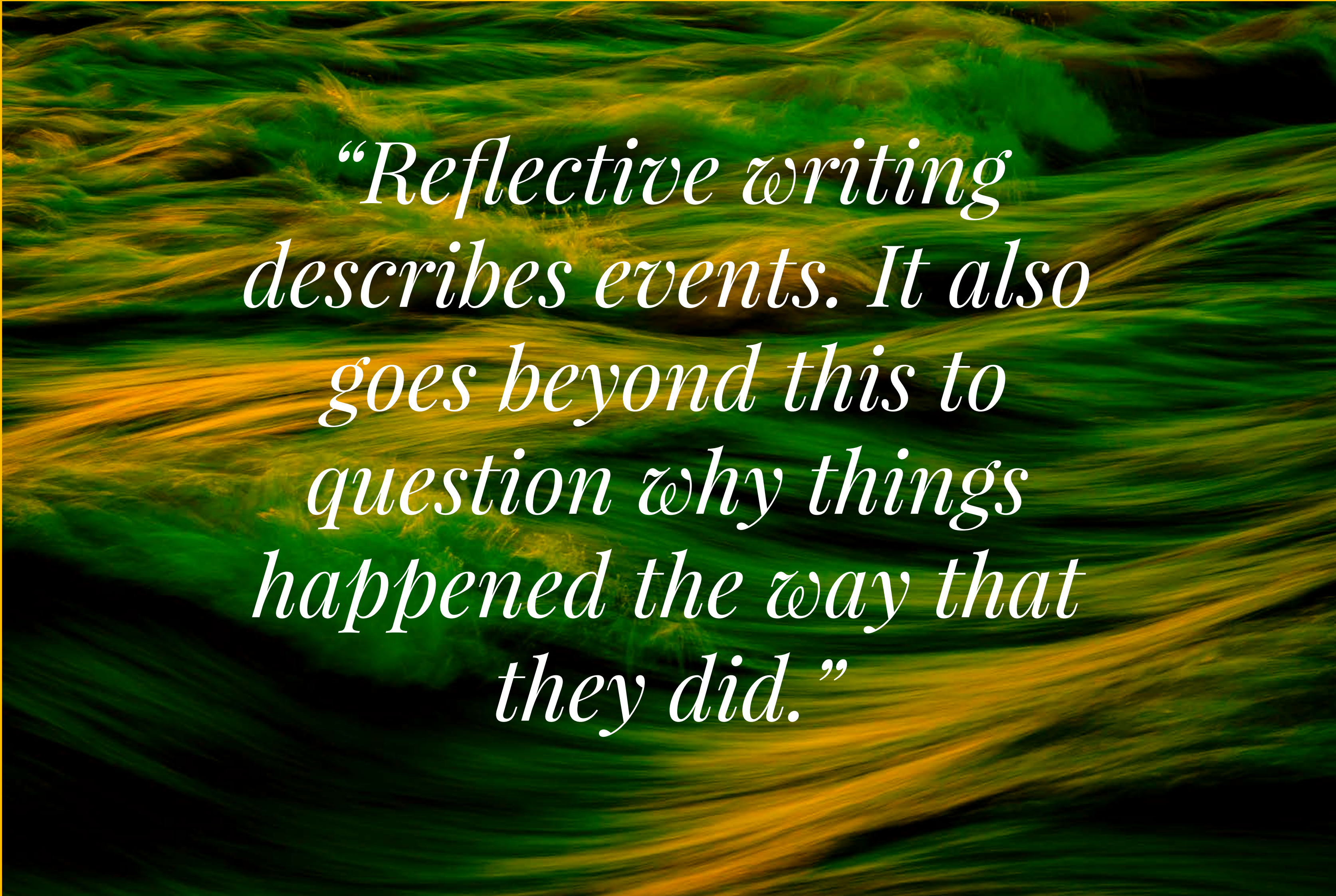
6. Hypothesize about what could have been done differently.

How The Lessons Will Help Me

The lessons will help me become a better reflective learner and writer which will aid and guide my steps as a legal professional.

Interesting Quote

“Reflective writing describes events. It also goes beyond this to question why things happened the way that they did.”



“Reflective writing describes events. It also goes beyond this to question why things happened the way that they did.”

WEEKLY
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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.