



MARCH 2026 WEEK 3

EDITION 37

# WEEKLY NEWSLETTER

“WHAT IS WORTH DOING IS WORTH DOING WELL.” -PHILIP STANHOPE



## TEAM OF THE YEAR

# Litigation And Dispute Resolution Department

## EDITORIAL INSIGHTS: A GLIMPSE INSIDE

# A Week of Reflection, Learning, and Community



This week's edition of The Happy Warrior captures the rhythm of life within the firm. Across the different stories and discussions in these pages, one common theme emerges: the importance of reflection, learning, and shared purpose in shaping both professional and personal growth.

The edition begins with the recognition of the Litigation and Dispute Resolution Team as Team of the Year. The moment invites reflection on the nature of litigation practice itself. Litigation is rarely defined by what happens in the courtroom alone. It is the product of careful research, strategy, drafting, and preparation carried out long before any argument is presented

before a judge. The reflections shared by members of the team reveal how these demands have shaped a culture where mentorship, cooperation, and steady development remain central.

Both senior and junior lawyers speak about their experiences within the team. For the more experienced practitioners, the journey reflects years of persistence and collective effort. For younger members, it is a space for learning the discipline and responsibility that litigation demands. Together, these perspectives show how the practice of law grows through collaboration and the steady passing on of knowledge.

### A Week of Reflection, Learning, and Community

The week also highlighted the firm's broader intellectual life. A discussion on *The Psychology of Money* invited participants to think more carefully about the relationship between money, behaviour, and personal choices. The conversation emphasised habits such as saving, thoughtful investing, and resisting unnecessary financial pressures. At its heart was a reminder that money is most meaningful when it supports stability, freedom, and peace of mind.

Legal discussions also continued through the firm's case conferences and continuing legal education sessions. One session examined the maritime dispute involving the vessel *MT Rose*, exploring the distinctive procedures that shape admiralty law and the balance courts must maintain between urgency and fairness. Another discussion reviewed the Supreme Court decision in *Monica Odehe v Benjamin Mensah*, offering insights into appellate procedure and the constitutional path required when seeking access to the country's highest court.

Attention was also given to areas of law that are evolving alongside society. A continuing legal education session on adoption and surrogacy in Ghana explored the legal structures governing adoption as well as the emerging legal recognition of surrogacy. The discussion raised important legal questions while also highlighting the human dimensions that arise when law intersects with family life and medical practice.

Alongside these professional discussions, the week also included moments of

spiritual reflection. Devotions focused on the importance of seeking and protecting peace in a demanding world. Members reflected on how faith, prayer, humility, and forgiveness can help individuals maintain balance and clarity in the midst of professional pressures.

The TGIF session celebrating the Best Sermon, Best Book Report, and Best Reflections Awards brought these themes together. The conversations with the award winners showed how reading, reflection, and thoughtful engagement contribute not only to professional development but also to personal maturity and character.

Beyond the firm, the edition also reflects developments in the wider national environment. Updates concerning the energy sector, public spending oversight, and matters relating to the Tema Oil Refinery remind readers that legal practice exists within a larger economic and policy landscape that continues to evolve.

This edition, therefore, presents a picture of a community that values thoughtful discussion, learning, and reflection. The conversations captured here show that growth within the firm does not occur in a single moment. It unfolds through dialogue, mentorship, study, and the steady exchange of ideas.

As the week begins, these reflections remind us that the strength of any professional community lies not only in the work it produces, but also in the habits of learning, reflection, and shared purpose that guide its members forward.



## — TEAM OF THE YEAR —

# Litigation And Dispute Resolution Department

The voices of the lawyers within the Litigation and Dispute Resolution Team reveal a shared story of discipline, collaboration, and relentless pursuit of excellence. For members of the team, litigation is not merely courtroom advocacy; it is a demanding craft shaped by meticulous preparation, strategic thinking, and the collective determination to secure the best outcomes for clients.

From seasoned advocates who emphasize decisive preparation and teamwork to younger members who describe the fast-paced learning, mentorship, and resilience required in practice, their reflections highlight a culture built on intellectual challenge, hard work, and mutual support.



## **KWASI DANSO AMOAH**

**It is interesting how far the Litigation & Dispute Resolution Team has come. We have moved from being told we do "level 1 work" to being recognised as the best.**

**This is why being adjudged the Team of the Year (for the 2nd time in 3 years) means much more than just an award. It is a testament to how stereotypes are changed.**

**We are grateful to God for the blessings of life, the many victories, the many strategic solutions we provide clients and even the failures and lessons we**

**learn from them. We are also grateful to the leadership of the Firm, especially the Principal, for the recognition, and to our colleagues in other teams for the camaraderie.**

**As leader of this Great Team, I am grateful to all team members: Earl, Philipppo, John, Benjamin, Ezekiel, Bernard (who has moved on to pursue other interests), Elliot, Makafui, Marcus, Jude and Samuel. You guys make this journey worthwhile!**

**Cheers to a very beautiful future!**

**TEAM OF THE YEAR**  
**Litigation And Dispute  
Resolution Department**



**EARL EYRAM  
FOSU**

**“May it please the Court:  
Preparation, strategy, and  
decisive advocacy — *res ipsa!*”**

**Proud to be part of that  
steady resolve.”**

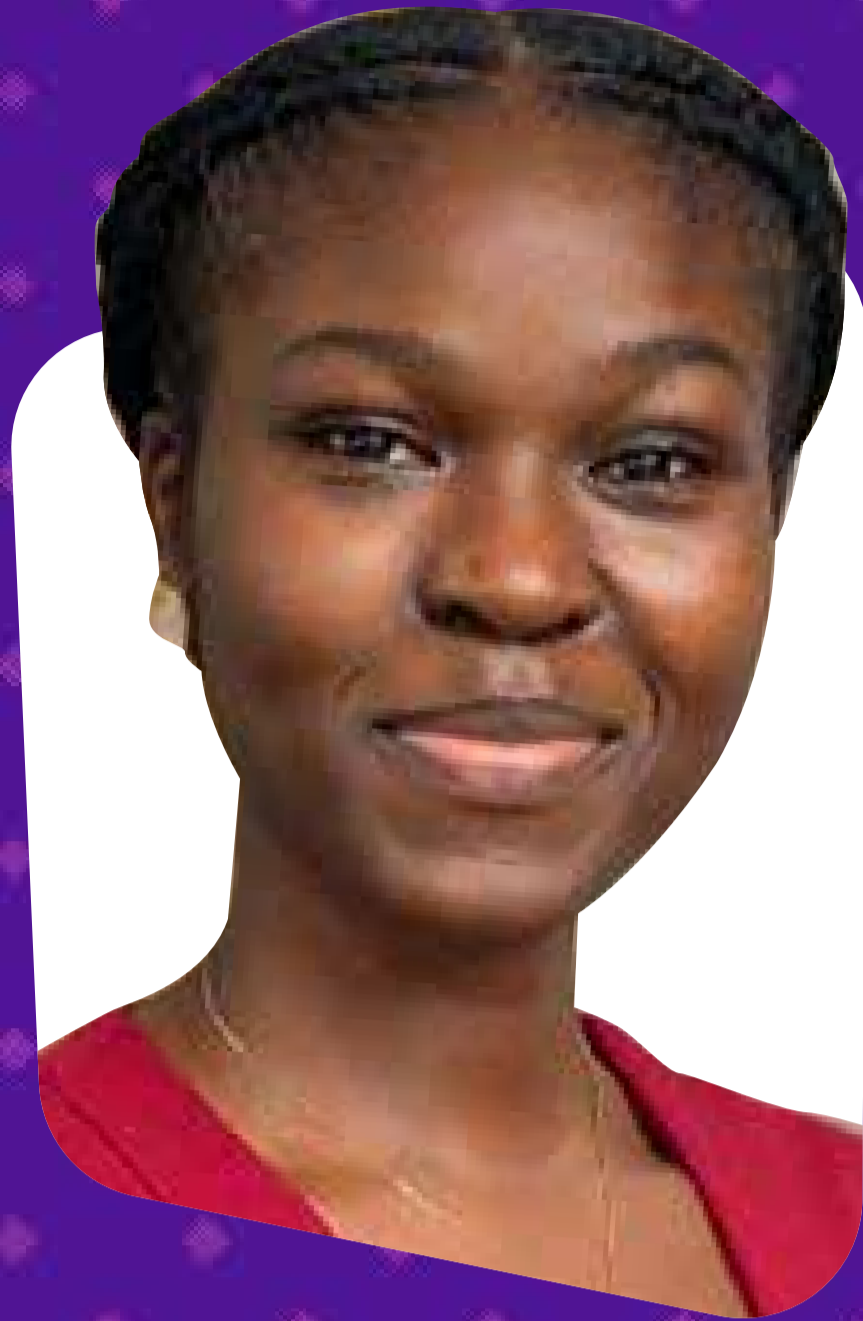
**TEAM OF THE YEAR**  
**Litigation And Dispute  
Resolution Department**



**PHILIP OBENG  
NYARKO**

**"I am in the  
best Litigation  
Team in Africa."**

————— **TEAM OF THE YEAR** —————  
**Litigation And Dispute  
Resolution Department**



## **MAKAFUI AKYEA-ANSAH**

**“Being recognized as Team of the Year 2025 is both rewarding and motivating.**

**It reflects our shared commitment to delivering exceptional results.**

**At the heart of it, we're simply a team that efficiently works together.**

**We look forward to building on this momentum in the years ahead.  
Cheers!”**

**TEAM OF THE YEAR**  
**Litigation And Dispute  
Resolution Department**



## **JOHN JARED KPESESE**

**Being a member of the Litigation and Dispute Resolution Team is both a challenge and a privilege.**

**The Team's culture reminds us that excellence is never static. One may think they are the best or among the best until they encounter colleagues whose intellect, preparation, and advocacy push them to do even better. This keeps every member of the Team alert, disciplined, and constantly striving to improve.**

**The Team thrives on strong thinking, healthy challenge, and a shared commitment to excellence. Under the leadership of a remarkable Team Lead who has handled complex matters in our courts, the Team continues to take**

**on difficult legal battles with confidence and preparation.**

**What makes the Team stand out is not only its legal skill, but also its dedication to meticulous preparation, hard work, grit, and resilience.**

**We approach every matter with seriousness and a collective determination to achieve the best results for our clients.**

**It is truly an honour to be part of a Team that consistently pursues excellence through discipline, hard work, and determination. I believe it is this culture that has distinguished our Team and contributed to our recognition as Team of the Year 2025.**

**TEAM OF THE YEAR**  
**Litigation And Dispute  
Resolution Department**



## **ELLIOT KWABENA ELIKEM OCLOO**

### **The Litigation And Dispute Resolution Team: Defending Client Rights With Excellence**

#### **Winners Of The Prestigious Team Of The Year Award**

The Litigation and Dispute Resolution Team of the firm has once again demonstrated why it stands at the heart of the firm's legal practice. For the second consecutive year, the team has been honoured with the prestigious Team of the Year Award, successfully retaining the title it first won in 2024. This remarkable achievement is a testament to the team's unwavering commitment to excellence, professionalism, and the protection of clients' rights.

Litigation is often described as the final line of defence in legal practice. When disputes arise and negotiations fail, it is the litigation team that steps forward to ensure that the rights and interests of clients are firmly protected. Within the firm, the Litigation and

Dispute Resolution Team serves as the anchor that supports every other department. No matter the nature of the legal work undertaken across the firm, the responsibility of defending and enforcing clients' rights ultimately rests with this team.

Leading the team is Managing Counsel, Danso, whose leadership, strategic thinking, and deep litigation experience continue to guide the team to outstanding results. Under his direction, the team has built a reputation for diligence, strong advocacy, and an unwavering dedication to justice. His leadership has fostered a culture of collaboration, discipline, and professional growth among team members.

# ELLIOT KWABENA ELIKEM OCLOO

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The team is made up of eleven dedicated lawyers whose collective effort and commitment have contributed significantly to this success. The members of the Litigation and Dispute Resolution Team are Danso, Earl, Philip, John, Benjamin, Ezekiel, Makafui, Elliot, Marcus, Jude, and Samuel. Each member brings unique strengths and perspectives, working together to ensure that clients receive the highest standard of representation.

Winning the Team of the Year Award for a second consecutive time is not merely a recognition of past achievements; it is also a reflection of the team's consistent performance, resilience, and ability to deliver results in complex and demanding legal matters. Litigation often requires long hours of preparation, meticulous attention to detail, and strategic courtroom advocacy. The team's success reflects the dedication and professionalism with which these responsibilities are carried out.



**This remarkable achievement is a testament to the team's unwavering commitment to excellence, professionalism, and the protection of clients' rights.**



**As the firm celebrates this milestone, the achievement stands as a reminder that excellence in litigation is built on teamwork, leadership, and a shared commitment to the rule of law.**

Beyond courtroom victories, the team's work reinforces the firm's broader mission of providing reliable, effective, and client-focused legal services. By safeguarding the interests of clients and ensuring that justice is pursued with integrity and competence, the Litigation and Dispute Resolution Team continues to play a critical role in strengthening the firm's reputation.

As the firm celebrates this milestone, the achievement stands as a reminder that excellence in litigation is built on teamwork, leadership, and a shared commitment to the rule of law. With the continued dedication of its members, the Litigation and Dispute Resolution Team remains poised to build on this success and uphold the firm's tradition of delivering exceptional legal service.

TEAM OF THE YEAR

**Litigation And Dispute Resolution Department**



**EZEKIEL  
CODJOE**

**"Life on the team ? It's a lot of tough work that requires a lot of resilience and ingenuity to reach the desired standards. The cases are complex , and you're often on the side that requires that extra effort to upend the scales in your favour. Thoroughly exhausting, but an extremely rewarding learning experience. "**

**TEAM OF THE YEAR**  
**Litigation And Dispute  
Resolution Department**



## **BENJAMIN BENTSI-ENCHILL**

**“This recognition reflects the strength of our teamwork and our shared commitment to delivering thoughtful, strategic advocacy for our clients. It is an honour to be part of a department that continues to set such a high standard in dispute resolution.”**

**TEAM OF THE YEAR**  
**Litigation And Dispute  
Resolution Department**



**MARCUS  
KWABENA  
A. BOAFO**

**“2 wins in the last 3 years  
for Team of The Year**

**If you don't like this, then  
what do you like?**

**We don't talk much,  
we just show action**

**Goo CC !!!”**

**TEAM OF THE YEAR**  
**Litigation And Dispute  
Resolution Department**



## **EDWIN JUDE DOE**

**Recognition is an important part of our work. It is a way of saying that "I see the good you do", even with all the challenges that come with our work.**

**Winning the Team of the Year Award felt exactly like that.**

**Challenges were the norm. We were tasked to come up with the most brilliant strategies in near impossible situations and spent thousands of hours drafting and preparing to face judges and opposing counsel throughout the year.**

**But, even with these struggles and challenges, we did really good.**

**Our wins, whether big or small, were seen and duly recognised. It was truly a crowning moment.**

**And this is all because we have a very capable lead to guide this formidable team.**

**Congratulations to everyone in the Litigation Team! From Danso, Philip, Earl, John, Benjamin, Ezekiel, Esme, Makafui, Elliot, Marcus to Sammy, we absolutely deserve this and more!**

**TEAM OF THE YEAR**  
**Litigation And Dispute  
Resolution Department**



**SAMUEL  
GYEKYE-FOSU**

## **Every Second Counts: The Relentless Spirit of Our Litigation Team**

Being the junior member of the litigation team at our firm has been both demanding and deeply rewarding. In a practice where every second matters, the discipline of time management quickly becomes more than a skill, it becomes a necessity.

Balancing Court appearances, drafting processes, client updates, case research, and Court reports and client updates requires constant attention to detail and the ability to move quickly without compromising precision.

One of the greatest privileges of working in this team has been the opportunity to learn from remarkable seniors. Many of them go beyond simply assigning tasks; they intentionally create space for discussions on strategy, case approach, and professional judgment.

Their timely reviews, constructive criticism, and guidance have been invaluable in shaping how I approach litigation work.

The spirit of the team is best described as collaborative yet relentless. At times, it feels like a battlefield where every step counts and every second matters. But the objective is always clear: to secure the best possible outcome for our clients.

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**One of the greatest privileges of working in this team has been the opportunity to learn from remarkable seniors.**

## SAMUEL GYEKYE-FOSU

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**Receiving the Team of the Year recognition is therefore more than an award. It is a reflection of the collective dedication, discipline, and shared commitment that defines the Litigation team.**

Victory in litigation is not always defined by a perfect win. Often, it is measured by how effectively we meet our clients' expectations and protect their interests. The case of *Blackstar Company Limited v. Munck Engineering A/S* stands as a good example.

While litigation outcomes are rarely absolute, the team's collective effort ensured that the client's expectations were largely met and that, in itself, was a meaningful victory.

I have also come to appreciate the well-intentioned guidance of our team Lead, Danso. His leadership keeps us sharp, encourages proactivity, and constantly reminds us of the importance of clear communication and responsibility.

As a Junior, I find great satisfaction in learning on the job, completing assignments diligently, receiving constructive feedback, and continuously improving so that I can learn, handle tasks independently, and also make the work of my seniors easier and the team stronger.

Receiving the Team of the Year recognition is therefore more than an award. It is a reflection of the collective dedication, discipline, and shared commitment that defines the Litigation team.

I am deeply grateful to every member of the team for their support, mentorship, and collaboration.

This team is more than a group of lawyers working together, it is a relentless movement committed to excellence and to delivering for our clients every single day.



**Victory in litigation is not always defined by a perfect win. Often, it is measured by how effectively we meet our clients' expectations and protect their interests.**

————— TEAM OF THE YEAR —————  
**Litigation And Dispute  
Resolution Department**



# FIND PEACE

EVENING DEVOTION WITH PRINCE

Report by Abigail Dedo Kpabitey

KIND WITH PURPOSES | A THOUGHTFUL FILM

EVENING DEVOTION  
Prayer | Scriptures | Thanksgiving

THEME  
**Find Peace**

SPEAKER  
**Prince Asare Baidoo**

DATE  
**Monday 2nd  
March, 2026**

TIME  
**5:30-  
6:00 PM**

VENUE  
**K&P Office  
Outside the Conference Room**

He further noted that a person who lives in constant anxiety or trouble does not fully experience the peace that God offers. According to him, finding the peace of God is the only way to remain sustained through life's pressures.

“Prince of Peace” (as Nancy fondly referred to Prince on Monday) delivered this week’s sermon titled “Find Peace.” In his message, he emphasized that life inevitably brings storms, challenges, and unexpected situations that may leave individuals feeling overwhelmed or cornered. However, he reminded us that the peace of God sustains believers through such difficult moments.

Quoting the words of Jesus, he noted that Christ said, “My peace I leave with you; my peace I give you, that your hearts will not be troubled.” He explained that the peace offered by God is not ordinary peace, but a deep and complete state of well-being that enables believers to remain steady even in times of difficulty.

**“My peace I leave with you; my peace I give you, that your hearts will not be troubled.”**

Referencing the book of Philippians, he reminded us of the exhortation to “be anxious for nothing.” He explained that when believers place their concerns before God, the peace of God which surpasses all understanding guards our hearts and minds and brings us rest.

He also recounted the biblical account of the apostles in the boat during a storm, when Jesus rebuked the wind and said, “Peace, be still.” This example illustrated Christ’s authority over life’s storms and reinforced the message that God’s peace has the power to calm every difficult situation.

“The Prince of Peace” encouraged everyone present to seek and maintain the peace of God regardless of the circumstances they face. He stressed that believers should not accept a life of constant trouble, as that is not God’s will for them. Instead, they should pursue a life anchored in divine peace.



In summary, he encouraged us all to find peace in the path we are walking, trusting that when we do so, everything else will fall into place.

Following the message, Elliot and Samuel led special prayers for members of the firm who had taken ill, asking for God’s healing and restoration upon their lives.

In the spirit of healing and spiritual growth, Management also announced that the month of March will be dedicated to fasting for the spiritual growth, healing, and well-being of members of the firm and the firm as a whole.

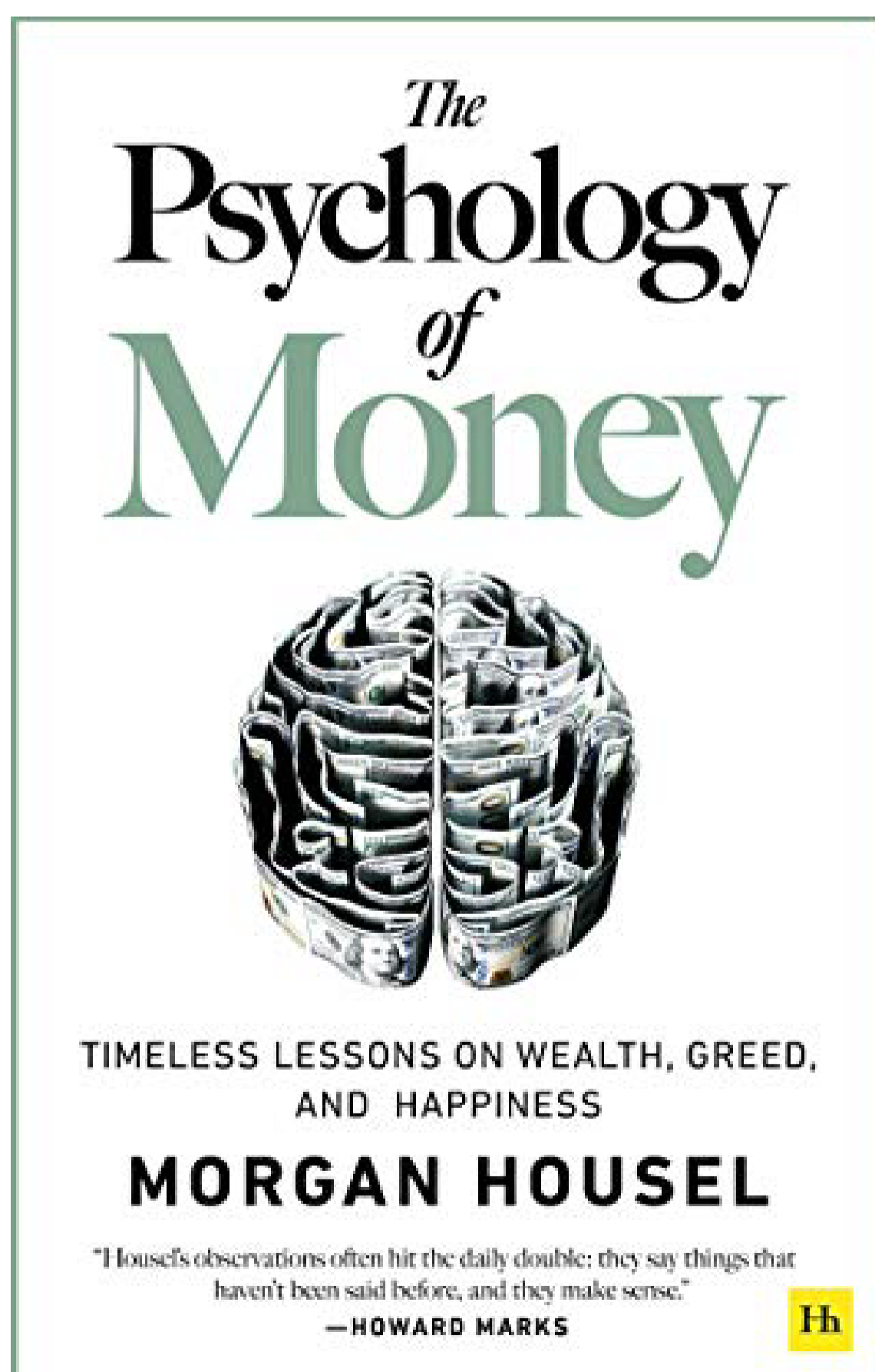


# MASTERING MONEY FROM THE INSIDE OUT: REFLECTIONS FROM OUR BOOK TALK ON THE PSYCHOLOGY OF MONEY

Report by Nancy Ama Sackey

On Wednesday, 4th March 2026, Warriors gathered online for another engaging session, this time for a Book Talk on *The Psychology of Money* by Morgan Housel. The conversation featured thoughtful contributions from Marylove Opoku-Mensah Otoo, Charles Frimpong, and Abigail Hagan, with the discussion skillfully moderated by Samuel Gyekye-Fosu.

What unfolded over the course of the afternoon was far more than a discussion about money. It was a lively exploration of human behaviour, personal values, discipline, and the deeply emotional relationship people have with wealth and financial decisions.



## When Money Is More About Behaviour Than Numbers

From the very beginning of the conversation, it became clear that the central message of the book resonated strongly with participants: money is rarely about spreadsheets or formulas alone. Instead, financial outcomes are often shaped by behaviour, habits, and personal experiences.

The panel reflected on how two people with the same level of education or income can end up in completely different financial situations simply because of how they behave around money. Patience, discipline, and emotional control were repeatedly highlighted as qualities that matter far more than technical knowledge.

The discussion also explored how childhood experiences and upbringing shape financial habits. Some people grow up in environments where saving and investing are normal conversations at home, while others grow up in circumstances where money is simply about survival from day to day. As a result, everyone's financial journey begins from a different starting point.

The panel therefore encouraged participants not to measure their financial progress against others. Comparing financial journeys, they noted, often leads to dissatisfaction and unnecessary pressure, especially when the realities behind people's lifestyles are not always visible.

The poster is framed in red and contains the following information:

- Logos:** Kimathi Publishers | A THOUGHTFUL FIRM and BookTALK.
- TOPIC:** THE PSYCHOLOGY OF MONEY
- Book Cover:** 'The Psychology of Money' by Morgan Housel, featuring a brain illustration and the text 'TIMELESS LESSONS ON WEALTH, GREED, AND HAPPINESS'.
- SPEAKERS:**
  - Marylove Opoku-Mensah Otoo
  - Charles Frimpong
  - Abigail Hagan
- MODERATOR:** Samuel Gyekye-Fosu
- DATE:** Wednesday 4th March, 2026
- TIME:** 4pm GMT
- VENUE:** Online (Zoom/ Microsoft Teams)
- Quote:** Wisdom Is The Principal Thing PROVERBS 4:7

## The temptation of lifestyle inflation

One of the most practical lessons that emerged from the conversation was the danger of lifestyle inflation. The panel explained that many professionals experience gradual increases in salary over time. However, when income increases are immediately followed by increased spending, the opportunity to build wealth disappears. Instead of allowing higher income to translate into greater financial security, people sometimes find themselves trapped in an endless cycle of higher earnings and equally higher expenses.

Participants were therefore encouraged to maintain discipline when income grows, allowing the difference between earnings and spending to become savings or investments. Over time, this simple habit could become a powerful driver of financial independence.

## The quiet power of saving

Saving featured prominently throughout the conversation. The panel highlighted that while saving may not feel exciting, it remains one of the most important financial habits anyone can develop.

One particularly practical example discussed was the idea of maintaining an emergency fund. Life's unexpected moments such as family emergencies, sudden obligations, or unforeseen expenses often require immediate financial support. Without preparation, such situations can place enormous strain on individuals and families.

The conversation illustrated this with relatable real-life practices such as family contribution schemes, where relatives regularly set aside small amounts to support each other during occasions like funerals or major family events. These systems reflect a broader principle: when small contributions are made consistently over time, they create a safety net for the future.



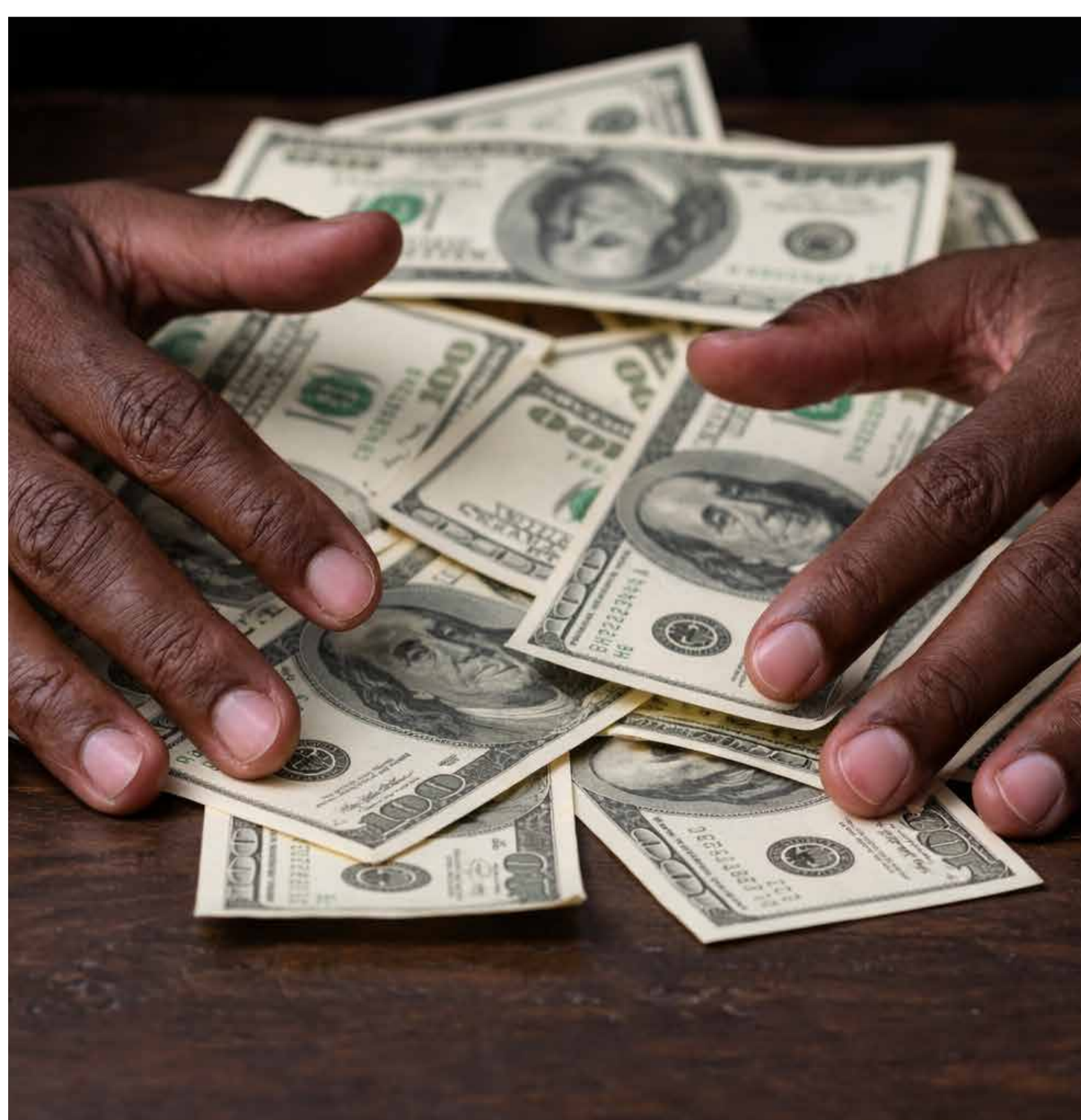
## Why the pursuit of more can turn into greed

Another thought-provoking part of the discussion explored why money can sometimes bring out greed in people.

The panel suggested that this tendency is often shaped by societal expectations. In many communities, wealth is closely tied to respect and social status. As a result, people sometimes feel pressured to pursue money relentlessly in order to avoid being looked down upon.

The discussion also highlighted the role of human desire. Because human wants are naturally unlimited, people often find themselves chasing more than they actually need. Without conscious self-control, the pursuit of progress can gradually transform into an endless pursuit of accumulation.

Recognising this tendency, the panel encouraged participants to cultivate contentment and self-awareness, reminding everyone that financial success should not come at the cost of peace of mind or personal values.



## Investing as a bridge between today and the future

As the session progressed, the conversation expanded beyond saving to explore the role of investing in wealth creation.

A contributor, James Quartey, our resident investment mogul emphasized that while saving builds financial stability, investing is what allows money to grow over time. Through compounding returns, investments can gradually transform modest contributions into significant wealth.

Participants were encouraged to approach investing thoughtfully by diversifying their portfolios across different levels of risk. Low risk options such as mutual funds or unit trusts can provide stability, while higher risk investments like stocks or emerging financial markets can offer greater returns for those willing to research and exercise patience.

However, one key caution stood out clearly: knowledge must come before investment. Many people lose money simply because they rush into opportunities without taking time to understand the markets or the businesses they are investing in. Reading, researching, and developing financial literacy were therefore highlighted as essential habits for anyone hoping to build long term wealth.



### **Freedom: the true dividend of wealth**

Perhaps the most powerful reflection of the afternoon was the reminder that the ultimate purpose of money is freedom.

Money enables people to live comfortably, support their families, and pursue meaningful experiences. Yet at the same time, participants acknowledged a sobering truth: no matter how much wealth one accumulates, none of it ultimately follows us beyond this life.

This paradox, the discussion suggested, is exactly why financial wisdom matters. Wealth should not simply be accumulated endlessly. Instead, it should create the freedom to live meaningful lives, spend time with loved ones, and pursue passions without constant financial pressure.

### **A Collective Reflection ...**

As the session drew to a close, the moderator reflected on the powerful ideas that had surfaced throughout the discussion. Participants agreed that financial success is less about complex calculations and more about mastering one's behaviour.

Discipline, patience, consistency, and emotional control emerged as the true drivers of financial progress. Numbers and strategies may matter, but without the right mindset, even the best financial plans can fall apart.

In the end, the conversation reaffirmed a simple yet profound truth drawn from the book: managing money is ultimately about managing ourselves.

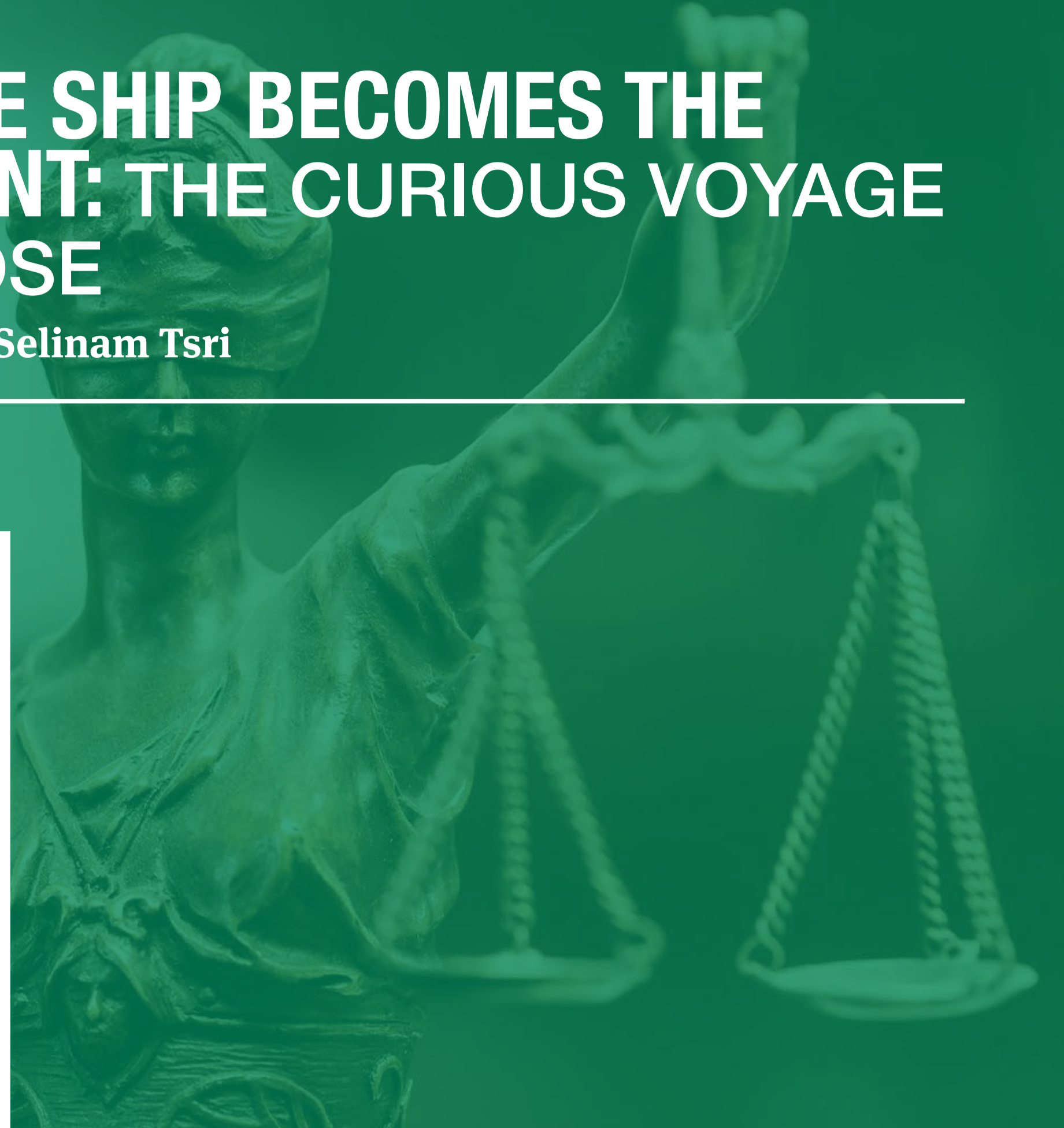
And judging by the thoughtful contributions and lively engagement throughout the session, many participants left the discussion seeing money not just as a tool for spending, but as a reflection of values, choices, and long-term vision.

“  
**As the session drew to a close, the moderator reflected on the powerful ideas that had surfaced throughout the discussion. Participants agreed that financial success is less about complex calculations and more about mastering one's behaviour.**”



# WHEN THE SHIP BECOMES THE DEFENDANT: THE CURIOUS VOYAGE OF MT ROSE


Report by Miriam Selinam Tsri



**kimathi purthers** | A THOUGHTFUL FIRM

**CASE CONFERENCE**

**SPEAKER**



Nancy Ama Sackey

**TOPIC**

**The Republic**  
**vs**  
**High Court, Tema Ex Parte**  
**the Vessel MT Rose & 2**  
**Others**

Civil Motion No. J5/90/2025  
Delivered By The Supreme Court  
on 2nd December 2025

**MODERATOR**




Philip Obeng Nyarko

**DATE**  
Thursday 5th  
March, 2026

**TIME**  
4PM  
GMT

**VENUE**  
Online (Zoom/ Microsoft Teams)

**“Victory belongs to the most tenacious.”**  
-ROLAND GARROS



Thursday’s case conference took the team into the fascinating world of admiralty law with a discussion of *The Republic v. High Court, Tema; Ex Parte the Vessel MT Rose* led by Nancy. Unlike the typical dispute where individuals or corporations stand as defendants, this case revolved around a ship itself, the MT Rose, a reminder that in maritime law, a vessel can become the central defendant in an action in rem.

The case unfolded against the backdrop of a commercial arrangement that had quickly gone wrong. KMO Goldlink International Company Limited entered into a charterparty agreement with the interests of the vessel MT Rose for the hire of the ship. As part of the agreement, Goldlink paid a USD 140,000 deposit and advanced further funds to facilitate repairs to the vessel.



However, the arrangement soon deteriorated. According to Goldlink, the vessel proved to be unseaworthy and unfit for the purpose for which it had been hired. After attempts to recover the monies paid proved unsuccessful, the dispute made its way to the courts.

## The Arrest of a Vessel

In August 2024, Goldlink initiated a maritime action by filing a writ of summons against the MT Rose itself. In admiralty law, an action in rem allows the claimant to proceed directly against the vessel as the property through which the claim may ultimately be satisfied.

Recognizing the risk that the vessel might leave Ghanaian waters, Goldlink acted swiftly. Just two days after filing the writ, it applied ex parte to the High Court in Tema for the arrest and detention of the vessel.

The High Court granted the application, issuing a series of consequential orders that dramatically illustrated the enforcement power of admiralty law. The vessel was to be arrested and detained at Tema Port pending the provision of a bank guarantee securing the claim. Officers of the Ghana Navy were directed to seize the vessel's operational documents and station personnel onboard to enforce the arrest. The captain was also ordered to deposit key documentation with the Harbour Master.

In a particularly striking procedural step unique to maritime practice, the writ of summons and statement of claim were ordered to be affixed to the mast of the vessel as a form of service.



## A Challenge from the Vessel Interests

The vessel's owners and related parties were dissatisfied with the High Court's orders and eventually turned to the Supreme Court, invoking its supervisory jurisdiction to challenge the decision.

They argued that the trial judge had exceeded her jurisdiction. According to them, they had not been properly served with the originating processes and had therefore been denied the opportunity to defend themselves. They also contended that the ex parte orders had effectively been allowed to remain in force indefinitely, contrary to the principles of natural justice and fair hearing.

Goldlink, however, strongly opposed the application. It argued that arresting a vessel ex parte is an established feature of maritime litigation because ships can easily sail out of the jurisdiction, leaving claimants without recourse. Indeed, the MT Rose eventually sailed out of Ghanaian waters and was later arrested in Nigeria pursuant to proceedings before the Federal Court there.



## The Supreme Court's Majority Decision

When the Supreme Court delivered its decision on 2 December 2025, the outcome was closely divided.

By a 3–2 majority, the Court held that while the High Court was correct to initially entertain the application for the arrest of the vessel *ex parte*, it had gone too far in allowing the orders to remain in force pending the final determination of the case without giving the affected parties an opportunity to be heard.

The majority emphasized that although maritime proceedings often require urgency, the constitutional right to a fair hearing must still be respected. On this basis, the Supreme Court quashed the High Court's ruling for excess of jurisdiction.

The Court also clarified an important procedural point: the ten-day limitation on *ex parte* injunctions under Order 25 of the High Court Rules does not apply to maritime arrest orders. Admiralty proceedings are governed by Order 62, and the nature of an arrest *in rem* differs fundamentally from injunctions. While injunctions regulate the conduct of individuals, a maritime arrest operates directly against the vessel as property.

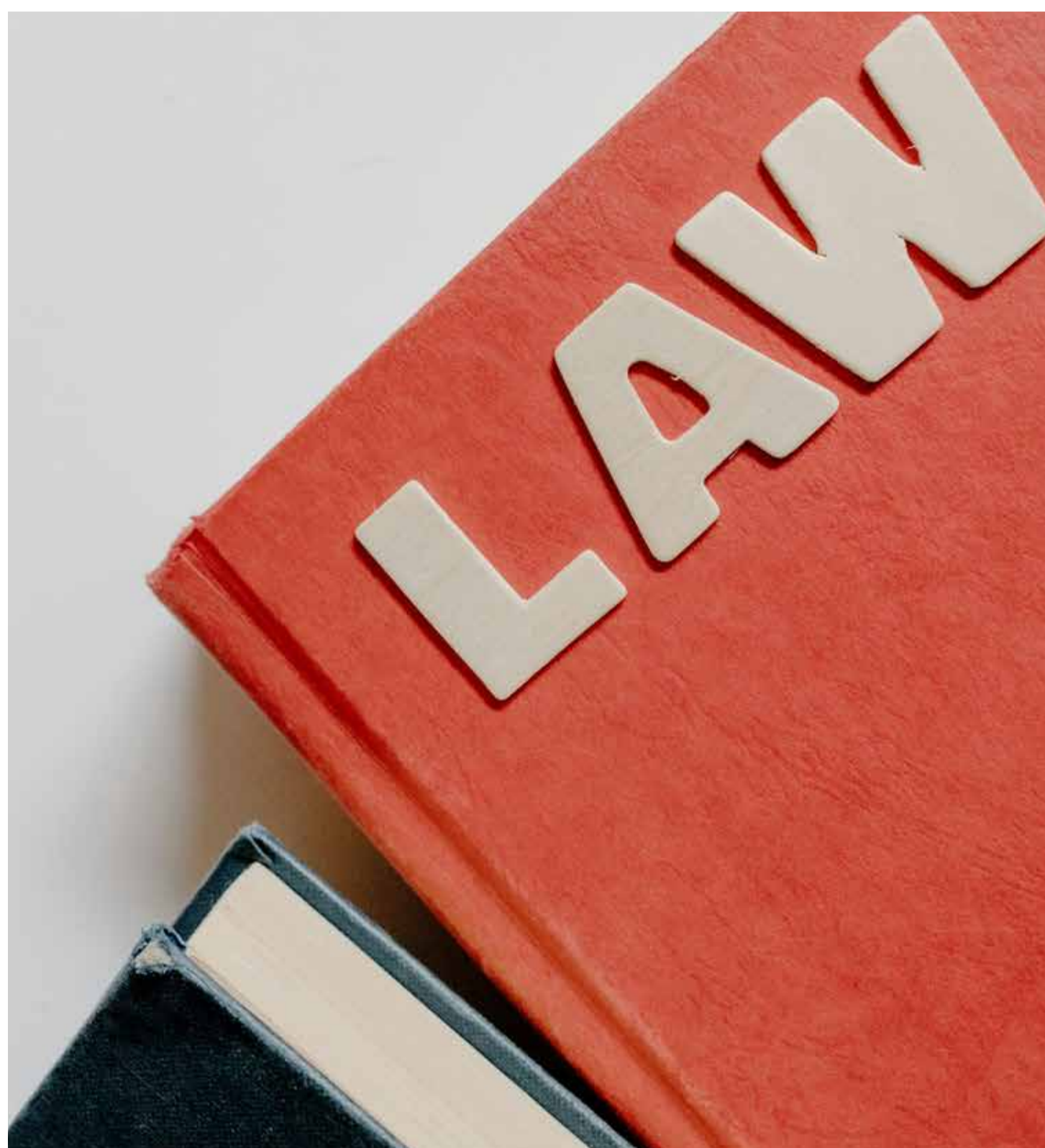
## Service on the Mast and Its Limits

Another interesting aspect of the case concerned the method of service used by the High Court.

Under admiralty procedure, affixing the writ of summons to the mast of the vessel constitutes valid service on the vessel in an action *in rem*. The Supreme Court affirmed that this form of service was proper under Order 62 Rule 8.

However, the Court found a crucial procedural defect. Because the vessel owners and other parties had been specifically named as defendants, they were each entitled to personal service of the originating processes. Service on the vessel alone could not be treated as service on those separate parties. The failure to personally serve them rendered the proceedings fatally defective.





## A Strong Dissent from the Bench

Not all members of the Court agreed with the majority.

In a detailed dissent, two Justices argued that the High Court's orders were entirely consistent with established admiralty practice. In their view, the arrest of a vessel in an action in rem is not merely a procedural step but the very mechanism through which the court assumes jurisdiction over the dispute.

They maintained that imposing limitations on such orders or applying general civil procedure rules risks undermining the effectiveness of maritime claims enforcement.

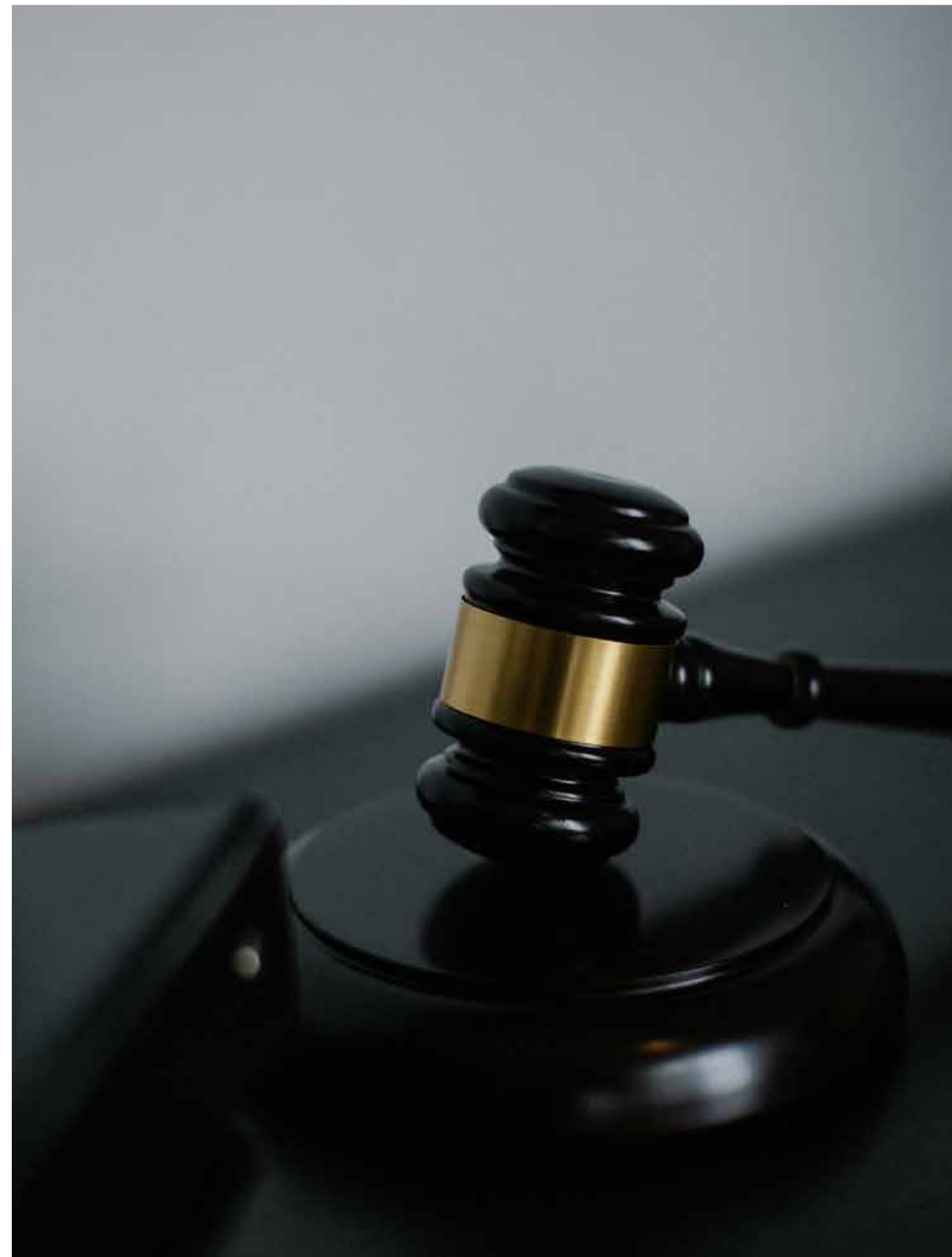
The dissent also raised a broader concern: Ghana's admiralty procedural framework is outdated and insufficiently tailored to the realities of modern maritime commerce. The Justices therefore called for legislative reform if Ghana is to position itself as a credible hub for maritime dispute resolution.

## Why the Case Matters

For practitioners, the MT Rose decision provides valuable guidance on several fronts. It highlights the unique nature of admiralty jurisdiction, the procedural distinctions between in rem and in personam actions, and the strategic significance of vessel arrest as a tool for securing maritime claims.

Also, the case serves as a reminder that even in the fast-moving world of maritime commerce, the courts must carefully balance procedural urgency with the fundamental principles of natural justice.

One lesson was clear: in admiralty law, a vessel may stand as the defendant, but the rules governing that trial must still sail within the boundaries of justice.





# NATIONAL NEWS

Report by  
Samuel Gyekye-Fosu

## TEMA OIL REFINERY PLANS CAPACITY BOOST TO 45,000 BARRELS PER DAY

The Tema Oil Refinery (TOR) is undertaking technical processes to increase its production capacity as part of broader efforts to revitalise operations and strengthen its contribution to Ghana's petroleum sector.

The refinery is working to expand its processing capability from 28,000 barrels per stream day to 45,000 barrels per stream day through the integration of an additional processing unit, the F61 unit, which will operate alongside the existing F1 unit. Both units will be connected to TOR's crude distillation system to improve operational efficiency and output.

According to TOR's Corporate Affairs Officer, Godwin Mahama Ayaba, engineers are currently undertaking transitional technical procedures to incorporate the new unit following the refinery's recent resumption of production.

TOR is presently operating under a tolling arrangement, whereby private companies supply crude oil to the refinery for processing. Under this model, the refinery charges a processing fee, while the refined petroleum products are returned to the companies that supplied the crude oil, which also retain responsibility for marketing and distribution.

Once the integration of the F61 unit is completed, TOR expects production to increase to 45,000 barrels per stream day, with management also considering a medium-term expansion to approximately 60,000 barrels per stream day.



# JUBILEE HOUSE CRACKS WHIP: PREZ MAHAMA HALTS ALL INTERNATIONAL TRAVEL FOR STATE BOARD MEMBERS



John Dramani Mahama has imposed an immediate ban on international travel by boards of state-owned enterprises and public institutions for activities such as training, conferences, retreats, and study tours funded by public funds. The directive, issued from Jubilee House on March 5 and signed by Callistus Mahama, aims to reduce the growing cost of overseas trips that have been straining government finances.

The ban applies immediately and comprehensively, stopping all taxpayer-funded foreign travel by these boards. However, exceptions may be granted if an international engagement is absolutely necessary. In such cases, approval must be sought through the sector minister and submitted to the Chief of Staff at the Office of the President, with final authorization from the President. Requests must include detailed justification, expected

outcomes, number of participants, costs, and reasons the activity cannot be done locally or virtually.

The government is encouraging local training, in-country retreats, partnerships with local institutions, and virtual engagements as more cost-effective alternatives. Ministers have also been directed to ensure boards focus on their governance duties and carefully assess the value and necessity of any training activities.

The directive forms part of the government's broader effort to strengthen spending controls, cut non-essential public expenditure, and redirect resources toward national priorities, infrastructure, and social programmes that benefit Ghanaians.

# ENERGY MINISTRY EXPLAINS WHY GHANA EXPORTS ITS OWN CRUDE WHILE TOR REFINES IMPORTED OIL



The Tema Oil Refinery (TOR) is currently unable to process crude oil produced from Ghana's offshore fields because it lacks the equipment required to refine the product to meet local fuel standards, the Ministry of Energy and Green Transition (Ghana) has disclosed.

Yussif Sulemana, a Technical Adviser at Ghana's Ministry of Energy, revealed that the Tema Oil Refinery currently cannot refine crude oil from Ghana's offshore fields—including the Jubilee Oil Field, TEN Oil Field, and Sankofa Oil Field—because it lacks key processing units.

He explained that the refinery needs equipment such as a diesel hydro unit to reduce sulphur and an isomerisation (reformer) unit to increase the octane level of petrol. Without these, the refinery cannot produce fuel that meets Ghana's 91 Research Octane Number (RON) standard, meaning fuel refined from local crude cannot legally be sold in the country.

As a result, Ghana exports its premium crude oil

and instead imports cheaper crude that the refinery can process. The government plans to upgrade the refinery and build a new processing facility within the TOR enclave so it can refine Ghana's crude in the future.

Regarding fuel supply, Dr. Sulemana said Ghana currently \*has about five to six weeks of petroleum stocks, which could increase to \*\*around ten weeks\* once vessels at the harbour are discharged. However, rising \*global oil prices—exceeding \$100 per barrel due to Middle East tensions—pose a price risk rather than an immediate supply shortage\*.

He also noted that Ghana is exploring fuel supply from \*Dangote Refinery, though it will sell products at international market prices. The government is considering policy options to manage fuel prices, including \*\*market-based pricing, subsidies, or using revenue from crude exports to cushion consumers\*, while continuing to monitor global oil market developments.





## BOOK REPORT

Report by Naa Dedei  
Okaile Coleman

### Brief summary of the book

Morgan Housel teaches that understanding how people think about money is just as important as understanding how money works. In *The Psychology of Money*, he explores how people think about money and wealth, and explains that financial success depends on behaviour and mindset.

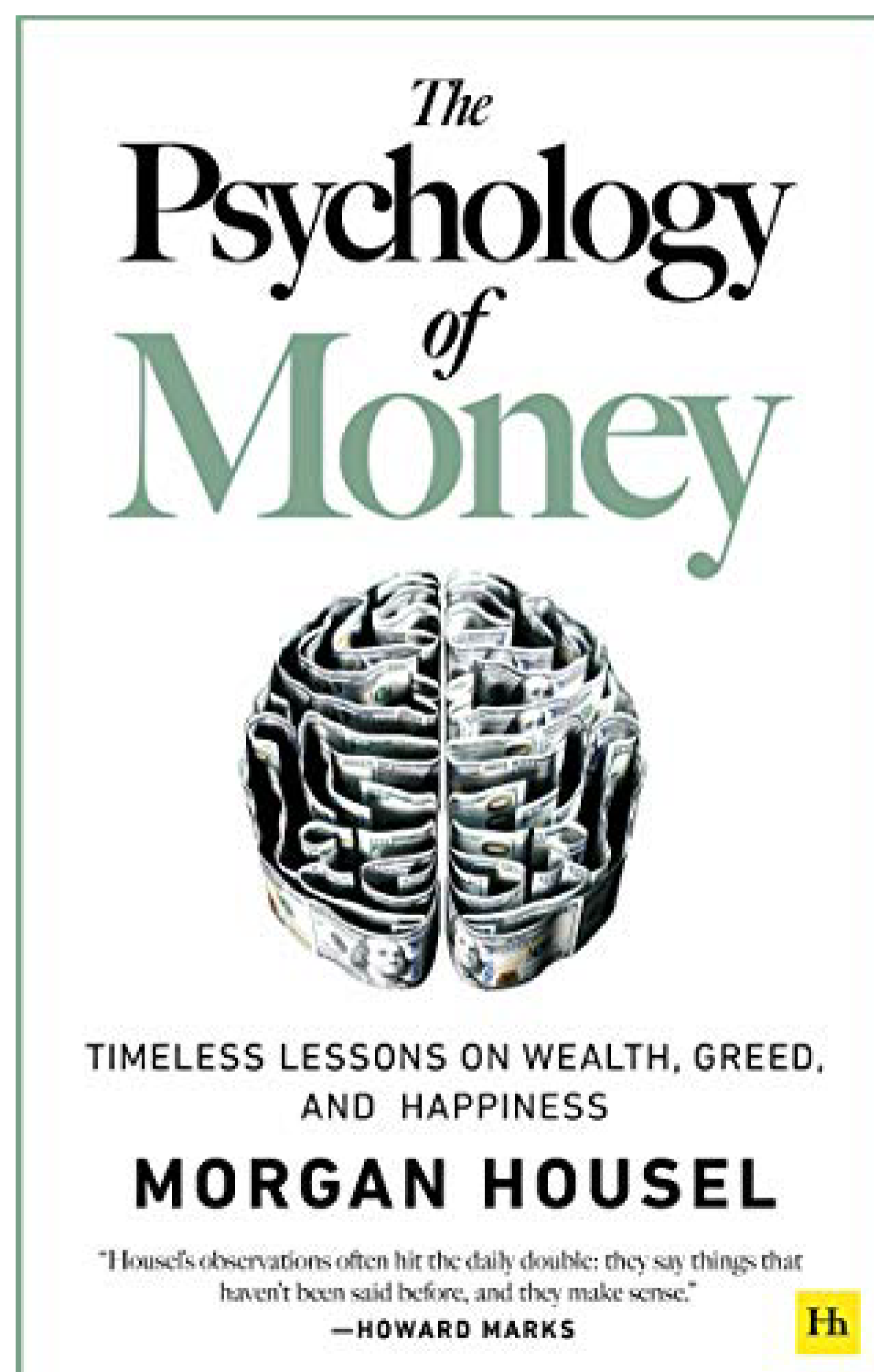
### Key insights

#### 1. Financial success is more about behaviour than intelligence

The author provides that financial success is driven more by behaviour than by intelligence or financial knowledge. He emphasizes the importance of discipline, patience, and emotional control when making money decisions. The book states that even high-earning individuals can struggle financially if they do not make reasonable financial decisions. Building wealth depends on consistent saving and controlling spending habits over time.

#### 2. Wealth is what you do not see

Housel explains the difference between being rich and being wealthy. Being rich means having money to spend on expensive things, while wealth refers to money that is saved and invested. Many people spend their income trying to look successful, which prevents them from building real wealth. He warns that comparing your lifestyle with others can lead to unnecessary spending and financial stress.



### 3. Long-term thinking leads to better financial outcomes

In the book, Housel emphasizes the importance of long-term thinking in managing money. He explains that markets often rise and fall in the short term, but patient investors benefit over long periods. He highlights the power of compounding, where investments grow significantly when returns are reinvested over time. Patience and consistency are more effective than chasing quick profits.

### 4. The greatest value of money is freedom and peace of mind

Housel illustrates that the greatest benefit of money is the freedom it provides. Financial security allows people to make life decisions without being controlled by financial pressure. Having savings enables individuals to choose their careers, spend time with loved ones, and live according to their values. Money should provide security and peace of mind, especially during emergencies or economic difficulties. Overall, financial independence reduces stress and allows people to make better long-term decisions.

*Patience and consistency are more effective than chasing quick profits.*

*A key takeaway from the book is that building wealth depends largely on mindset, patience, and discipline.*

### 5. Reasonable financial decisions are better than perfect ones

The author argues that people should aim to make reasonable decisions rather than perfect financial choices. As the future is uncertain, it is impossible to predict markets perfectly. Instead of trying to find the best investment at the perfect time, individuals should focus on strategies that are simple, sustainable, and suitable for the long term. Consistency often produces better results than trying to be flawless.

### Short note on why we should read it and what makes it special

A key takeaway from the book is that building wealth depends largely on mindset, patience, and discipline. The author encourages readers to develop healthy financial habits that lead to long-term financial security and independence.



# PROTECTING YOUR PEACE IN A TROUBLED WORLD

EVENING DEVOTION WITH JOHN

Report by Abigail Dedo Kpabitey

The poster is framed in orange and contains the following text and graphics:

- Top left: **kimathi purthers** | A THOUGHTFUL FILM
- Top right: **EVENING DEVOTION** | Prayer | Scriptures | Thanksgiving
- Center: **THEME**  
**Protecting Your Peace In A Troubled World**  
COLOSSIANS 3:15
- Below theme: A portrait of **John Jared Kpesese** with the label **SPEAKER** above his name.
- Bottom: A table with event details.

DATE	TIME	VENUE
Monday 9th March, 2026	5:30- 6:00 PM	Online (Zoom)

The week's devotion focused on the importance of protecting one's peace in a world filled with challenges and distractions. Drawing from Colossians 3:15, John reminded us to let the peace of Christ rule in our hearts. Unlike grace, which is freely given by God, peace often requires a conscious choice and intentional effort. Once we choose peace, we must actively work to protect it.

John emphasized that the world does not naturally pursue peace, yet as human beings we are interconnected and depend on one another. Therefore, maintaining peace is not only personal but also affects our relationships with others. He also encouraged us to remain true to ourselves while placing our trust in God.

*Let the peace of Christ rule in your hearts, since as members of one body you were called to peace. And be thankful."*

**Colossians 3:15**

***“Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God.”***

**Philippians 4:6**

In Philippians 4:6, the Bible instructs believers not to be anxious about anything but to bring every concern to God in prayer. Similarly, Isaiah 26:3 assures us that God grants perfect and lasting peace to those whose minds remain steadfast and focused on Him. John used these scriptures to remind us that true peace comes from keeping our attention fixed on God rather than on the troubles around us.

The devotion also highlighted practical ways to guard our peace. He encouraged us not to take everything personally and to learn to ignore situations or comments that may disrupt our inner peace. Being attentive to our surroundings and choosing environments that positively influence our lives was also stressed as an important step in preserving peace.

Referring to Ephesians 4:31, Paul urged the believers in Ephesus to put away bitterness, anger, harsh words, slander, and every form of negative behavior. Instead, they were encouraged to practice kindness and forgiveness toward one another. John used this teaching to reinforce the idea that peace thrives where love, kindness, and forgiveness are present.

Finally, we were reminded that choosing peace often requires making deliberate decisions in our daily lives, such as:

1. **Meekness over aggression** — recognizing that leaving certain situations is not weakness but strength under control.
2. **Peace over pride** — refusing to let ego destroy harmony.
3. **Prayer over worry** — taking our concerns to God instead of being consumed by them.
4. **Forgiveness over bitterness** — releasing resentment in order to maintain inner peace.
5. **Silence over unnecessary arguments and drama** — avoiding conflicts that do not add value to our lives.

John concluded the devotion with the reminder that when we intentionally choose peace and allow God to guide our hearts, we are able to live more harmoniously with others and experience the calm that only God can give.

***Being attentive to our surroundings and choosing environments that positively influence our lives was also stressed as an important step in preserving peace.***



# ADOPTION AND SURROGACY IN GHANA

Report by Divine Agborli

The poster features the following information:

- TOPIC:** PATHS TO PARENTHOOD: Adoption And Surrogacy In Ghana
- SPEAKER:** Nancy Ama Sackey
- MODERATOR:** Benjamin Bentsi-Enchill
- DATE:** Wednesday 11th March, 2026
- TIME:** 4pm GMT
- VENUE:** Auntie Esther's Summer Hut

Logos for 'kimothy partners | A THOUGHTFUL FIRM' and 'CLE | CPD KNOWLEDGE SERIES' are at the top. The bottom of the poster includes the quote 'Wisdom Is The Principal Thing PROVERBS 4:7' and the Ghanaian flag.

Our recent CLE session titled “Paths to Parenthood: Adoption and Surrogacy in Ghana” reminded us that the law is not only about deals and disputes. It is also about people, children, and the evolving meaning of family.

The session was presented by Nancy and moderated by Benjamin, who kept the discussion lively, thoughtful, and at times delightfully probing.

Nancy began by inviting us to rethink what “family” means today. For many years the idea of family in Ghana was tied closely to blood, marriage, and custom. But medicine, technology, and changing social realities are quietly expanding the ways people become parents. Adoption and surrogacy now form part of that conversation. As lawyers, we must understand both the legal rules and the human stories behind them.

Nancy walked us through the legal framework that governs adoption in Ghana, drawing attention to the Children’s Act and the regulations that guide the process. At its heart, adoption is not simply a legal transaction. It is a process that transfers parental responsibility from the birth parents to adoptive parents and brings a child fully into a new family.

One theme came through clearly. The best interest of the child sits firmly at the centre of the entire process.



We learned that adoption in Ghana today operates mainly under the statutory regime. While customary adoption once played a significant role in Ghanaian communities, modern legislation now governs the process and places it under the supervision of the Central Adoption Authority.

Nancy also unpacked the two main categories of adoption. There is intra country adoption, where the adoptive parents live in Ghana and intend to raise the child here. There is also inter country adoption, where a foreign resident adopts a Ghanaian child and intends to live abroad with the child. Each pathway has its own rules, safeguards, and procedures.

The process itself is quite structured. It involves eligibility checks, medical screening, police clearance, a home study, and a supervised placement period before the High Court ultimately grants an adoption order. In other words, adoption in Ghana is not something that happens overnight. It is a careful process designed to protect the welfare of the child.

## Surrogacy Enters the Legal Conversation

If adoption is well established in Ghanaian law, surrogacy is the new kid on the block. Nancy explained that surrogacy only recently gained legislative recognition under the Registration of Births and Deaths Act, 2020. Before this, the law was largely silent on assisted reproductive arrangements. The Act now acknowledges surrogacy as a lawful arrangement where a woman carries a pregnancy for intended parents.

However, recognition does not necessarily mean clarity.

The current legal framework still leaves several questions unanswered. While surrogacy agreements can rely on contract law principles, there is no comprehensive regulatory regime that addresses every practical scenario. Lawyers advising clients therefore need to navigate both the law and its gaps with care.

Nancy walked participants through the typical surrogacy process. It usually begins with an agreement between the surrogate and the intended parents. Medical procedures follow, often through fertility clinics. There may also be applications for parental orders to establish the legal status of the intended parents.

The session became especially engaging when Nancy introduced a few real world style scenarios. What happens if a surrogate changes her mind after the child is born? What if intended parents expect one child but twins arrive and they only want one? What if adoptive parents later claim they can no longer care for the child?

These scenarios sparked lively discussion in the room. They also served as a reminder that legal frameworks often meet complicated human realities.

The CLE session left us with more than technical knowledge. It offered a reminder that the law often sits at the intersection of policy, ethics, culture, and deeply personal decisions.

Adoption and surrogacy may involve statutes, court orders, and regulatory processes. But at their core, they are about people trying to build families.

And as Nancy's presentation showed, the law is still learning how best to keep up with that journey.



# WHEN PROCEDURE MEETS JUSTICE: THE SUPREME COURT'S APPROACH IN MONICA ODEHE V. BENJAMIN MENSAH & 2 OTHERS

Report by Miriam Selinam Tsri



Last week's case conference, led by Elliot, took us through one of the most intellectually demanding decisions we have examined in recent months. The discussion focused on the Supreme Court decision in *Monica Odehe v. Benjamin Mensah & 2 Others*, a case that sits at the intersection of procedural discipline and the broader pursuit of justice within Ghana's appellate system.

From the very beginning, it was clear that this was not the easiest judgment to digest. Elliot candidly warned us that the procedural journey of the case alone would require careful attention, and as the discussion unfolded, many of us quickly realised just how intricate the matter truly was. What initially appeared to be a straightforward procedural dispute gradually evolved into a deeper exploration of the scope of the appellate jurisdiction of the Supreme Court of Ghana.

The case began in the Circuit Court before moving to the Court of Appeal, where judgment was ultimately delivered against the applicant, Monica Odehe. Dissatisfied with the outcome, the applicant sought to challenge the decision before the Supreme Court. However, her first attempt to do so proved problematic. Instead of first seeking leave to appeal from the Court of Appeal, she filed a notice of appeal directly in the Supreme Court.

This step turned out to be procedurally incorrect. Because the matter originated from the Circuit Court, the applicant did not enjoy a right of appeal to the Supreme Court as of right. Under Article 131(1)(b) of the 1992 Constitution of Ghana, she was required to first obtain leave from the Court of Appeal before pursuing an appeal at the apex court. Recognising the error, the applicant withdrew the defective notice of appeal and subsequently filed an application before the Supreme Court seeking special leave to appeal under Article 131(2).



The respondents strongly opposed this application. Their argument was straightforward: the applicant had failed to comply with the constitutional procedure and timelines governing appeals. According to them, allowing the application nearly a year after the Court of Appeal's judgment would undermine the procedural safeguards designed to regulate access to the Supreme Court.

This objection presented the Supreme Court with a critical legal question, whether a party who had failed to comply with the requirements of Article 131(1)(b) could nonetheless rely on the Court's discretionary jurisdiction under Article 131(2) to obtain special leave to appeal. As Elliot walked us through the Court's reasoning, it became clear that the answer lay in the Supreme Court's previous jurisprudence on the nature of its special leave jurisdiction.



Drawing on earlier authorities such as *Dolphyne (No. 2) v. Speedline Stevedoring Co. Ltd* and *Kotey v. Koley*, the Court reaffirmed that its power under Article 131(2) is a special and discretionary jurisdiction. It serves as a constitutional safety valve, enabling the Court to intervene in circumstances where strict adherence to procedural rules might otherwise prevent an important matter from being heard.

In the present case, the majority concluded that the issues raised went beyond a simple procedural mistake. In particular, the Court noted that the Court of Appeal had expressed strong criticism of an earlier Supreme Court decision concerning the admissibility of unstamped documents, revealing a broader uncertainty in the law. The justices considered that resolving this tension would be beneficial to both the legal community and the public. On that basis, the Court exercised its discretion to grant special leave and allowed the applicant to proceed with the appeal.

Justice Pwamang, who presided over the panel, delivered a concurring opinion that Elliot highlighted as particularly instructive for practitioners. He clarified the conditions under which an appeal reaches the Supreme Court “as of right” under Article 131(1)(a). According to him, three conditions must exist simultaneously: the Court of Appeal must have exercised appellate jurisdiction, the case must have originated from the High Court, and the High Court must have acted in its original jurisdiction. If any one of these conditions is absent, leave to appeal becomes necessary.

Not all members of the Court agreed with the majority's approach. Justice Kulendi and Justice Darko Asare, dissented. In their view, the applicant had not demonstrated the kind of exceptional circumstances required to justify the exercise of the Court's special leave jurisdiction. They cautioned that Article 131(2) should not become a mechanism through which litigants circumvent procedural discipline.

By the end of the session, what had begun as a difficult and somewhat confusing procedural case transformed into a fascinating lesson on constitutional appellate practice. As Elliot concluded, the decision serves as a powerful reminder that the Supreme Court is not simply another stage of appeal. Rather, it is a carefully guarded forum whose jurisdiction must be invoked through clearly defined constitutional pathways.



# DEVOTIONS, BOOKS, AND THOUGHTFUL REFLECTIONS: HIGHLIGHTS FROM OUR TGIF ON AWARDS FOR THE BEST SERMON, BOOK REPORT, AND REFLECTIONS

Report by Nancy Ama Sackey



Last Friday's TGIF was a vibrant celebration of talent, dedication, and growth at the firm, as we honored the winners of "The Best Sermon, Best Book Report & Best Reflections Awards." The session, moderated by Ama Afrah Appiah, featured an insightful panel of Marcus Bofo, Jude Doe, and Miriam Selinam Tsri, who shared their journeys, challenges, and the lessons that shaped their award-winning submissions.

Ama kicked things off by introducing the panelists and inviting each to share an interesting fact about themselves, and we indeed heard "interesting" things. The session opened with reflections on the role of personal devotion and discipline. Panelists shared how dedicating time for daily devotion and memorizing Bible verses had been unexpectedly transformative.

The poster is framed in dark blue. At the top left is the logo for 'kimothi partners | A THOUGHTFUL FIRM'. At the top right is the 'TGIF IDEAS + MORE' logo. Below these are three portrait photos of the panelists: Marcus Kwabena A. Bofo, Miriam Selinam Tsri, and Edwin Jude Doe. To the right of these photos is a portrait of the moderator, Angela Afrah Appiah. The central text reads: 'TOPIC: The Best Sermon, Best Book Report & Best Reflections Awards'. Below this, it lists the 'DATE: Friday, 13th March, 2026', 'TIME: 4pm GMT', and 'VENUE: Auntie Esther's Summer Hut'. At the bottom, a red banner contains the quote: '"Victory belongs to the most tenacious." -ROLAND GARROS' next to a small Ghanaian flag icon.

The discussion then took a more personal turn as Ama asked each panelist to share their favorite memory at K&P. Selinam recounted a recent hospital visit, expressing gratitude for colleagues who rushed to help her, turning a stressful moment into a testament of care and teamwork.

When the conversation turned to reflections and book reports, panelists described both the excitement and challenges of these exercises. Jude admitted that while there was little initial excitement, the act of reflecting itself became a valuable motivator. Selinam reflected on how engaging with book reports and asking questions enriched her first experience with due diligence, particularly in analyzing securities and loan agreements. Seeing the practical implications of these provisions brought the lessons to life and deepened her appreciation for the intricacies of corporate law.



The excitement came not from recognition alone, but from the tangible understanding and mastery gained through engagement with real-world scenarios.

Jude shared insights into crafting reflections, explaining that personalization is key. By connecting reflections to his life, and sharing experiences, he created impactful, relatable content. Marcus spoke of the inspiration behind his award-winning devotion, recalling how a spontaneous opportunity led him to research Biblical verses and tie them to the values he holds dear.

The conversation also revealed the human side of professional development: the importance of friendships, internal motivation, and community. Panelists acknowledged colleagues and mentors whose guidance had been instrumental, emphasizing the importance of friendships and support networks in maintaining motivation. Marcus spoke of how

observing Selinam's habit of meticulously reading the Bible, using sticky notes, and engaging with podcasts and other content inspired him to cultivate his own consistency and curiosity. Another panelist highlighted the critical role of internal drive, combined with supportive peers, in pushing through even the most challenging weeks.



The panelists also discussed practical tips on balancing these activities with their professional responsibilities. Marcus emphasized finding a rhythm that works, putting your heart into the work, and approaching each task with intention. Jude and Selinam agreed, noting that preparation, perspective, and practical experience can make even the most daunting assignments manageable. The discussion underscored that while stress is inevitable, understanding one's limits and leaning on supportive colleagues can make all the difference.

Completing reflections or book reports was not about immediate recognition, but about fulfilling a commitment and performing diligently for the sake of learning and growth. The discussion conveyed that excellence is rooted not just in talent, but in consistent effort, integrity, and the willingness to embrace guidance from those who have walked similar paths.

The session also explored aspirations for the future. Panelists emphasized competence, readiness, and confidence. They shared that in five years, they hoped to approach every task without hesitation, executing responsibilities to the best of their abilities while continuing to grow professionally.

As the TGIF session drew to a close, it became clear that the awards recognized more than individual excellence. They celebrated the spirit of learning, resilience, and community within the firm. Panelists' stories highlighted how personal habits, peer support, mentorship, and perseverance converge to foster professional and personal development. The discussion was not only about achievements but about the values, insights, and strategies that allow individuals to thrive in complex environments.

By the end of the session, participants left inspired by practical strategies for stress management, the importance of discipline, the joy of translating learning into action, and the power of supportive relationships. The conversation underscored that success is rarely the product of individual effort alone; it is cultivated through consistent practice and the support of those who walk alongside us. By weaving together dedication, learning, and collaboration, the TGIF session reaffirmed that excellence is a collective journey, one marked by curiosity and a resilient commitment to continuous improvement.



## BOOK REPORT

Report by Naa Dedei  
Okaile Coleman

### Brief summary of the book

In *Getting Past No*, William Ury outlines a five-step strategy for negotiation: manage your own reactions, disarm the other side through listening and respect, reframe positions into shared problem-solving, build a “golden bridge” to make agreement easy, and use power carefully to educate rather than threaten. The central idea of the strategy is not to win the battle, but to reach a mutually beneficial agreement.

### Key insights

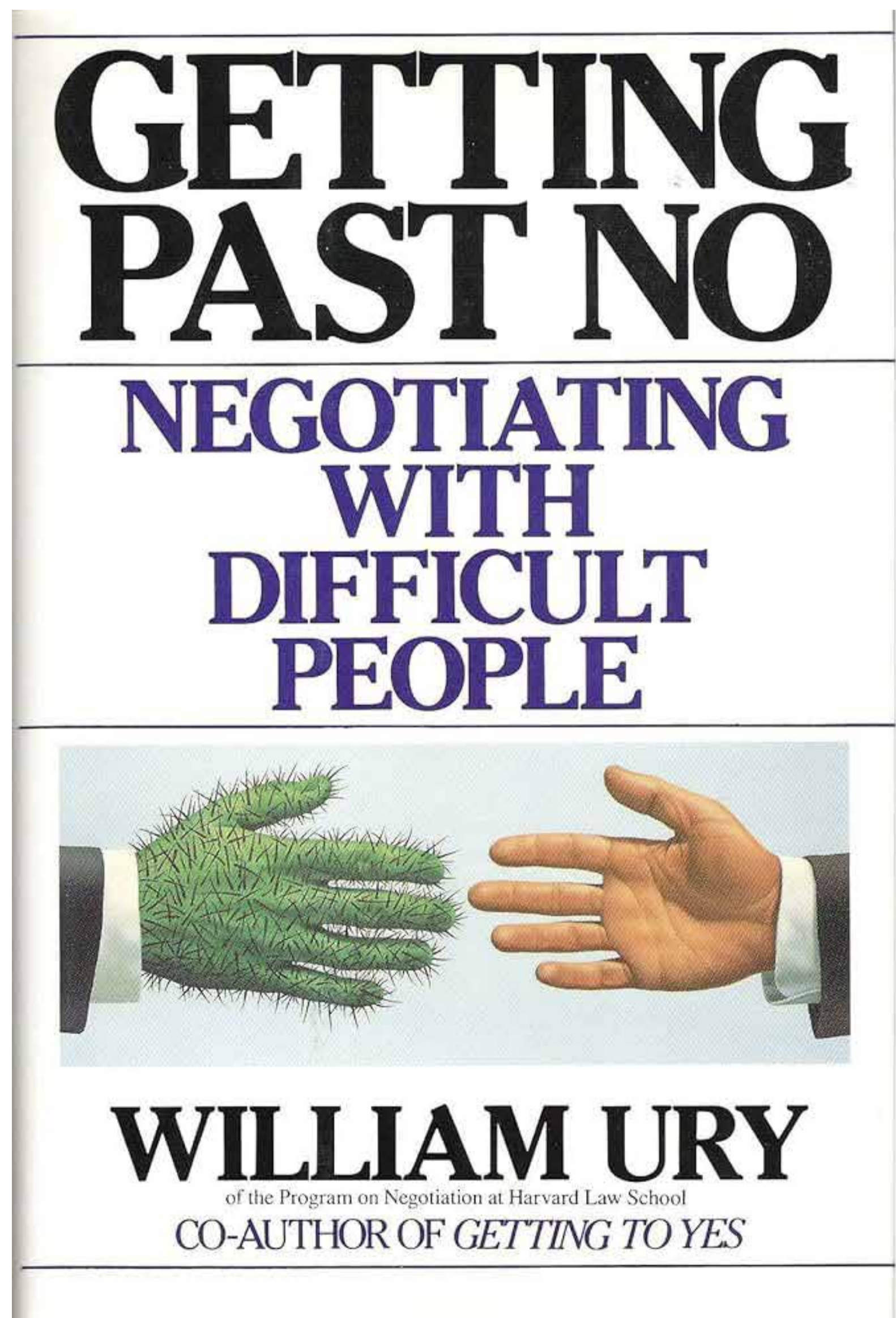
#### 1. Don't react: Go to the balcony

Ury uses the metaphor of “going to the balcony” to describe adopting a detached, objective mindset during difficult negotiations. Instead of reacting emotionally to pressure or provocation, you mentally step back and observe the situation as if you were a neutral third party. This distance helps you think clearly, evaluate options calmly, and search for mutually beneficial solutions.

He emphasizes that this perspective should be taken both before negotiations begin and repeatedly throughout the process, especially when tempted to respond impulsively. Staying on the “balcony” keeps your focus on your long-term goal rather than getting sidetracked by emotions or conflict.

#### 2. Don't argue: Step to their side

Before solving the problem, you must first “disarm” the other person by reducing their hostility and defensiveness. After regaining your own composure by “going to the balcony,” your next task is to help them regain theirs by creating a respectful and safe climate for discussion. Instead of reacting in predictable ways, such as counterattacking or applying pressure, Ury states that you should do the opposite and “step to their side.”



This means listening carefully, acknowledging their feelings and perspective, and agreeing wherever possible. By surprising them with understanding rather than resistance, you lower suspicion, encourage openness, and build the mutual respect necessary for productive negotiation.

### **3. Don't reject: Reframe**

Ury explains that to shift a difficult negotiation, you must change the “game” by reframing the conversation. Instead of rejecting hardline positions or arguing back, you treat the other person like a partner and reinterpret their demands as clues to underlying interests. Reframing redirects attention from rigid positions to the real needs, concerns, and standards behind them.

By asking questions such as “Why is that important to you?” you move the discussion toward problem-solving rather than confrontation. Since every statement can be interpreted in different ways, you have the power to put a constructive, solution-focused frame around the interaction.

### **4. Don't push: Build them a golden frame**

The author warns that pushing harder when the other side resists will often backfire. Pressure makes the proposal seem like your idea, highlights their concessions, and increases the psychological cost of agreement, causing them to resist even more. Instead of pushing, Ury advises negotiators to “build a golden bridge”, thereby making it easier for the other side to move toward agreement.

This means starting from their position, addressing their unmet interests, involving them in shaping the solution, and helping them save face. By reframing an agreement as a win rather than a retreat, you draw them forward rather than forcing them across the gap.

### **5. Don't escalate: Use power to educate**

The author describes the danger of getting pulled into a “power game” when the other side refuses to agree. Escalating with threats or coercion often triggers the power paradox: the harder you push, the more they resist, because agreement begins to feel like defeat. Instead of seeking victory, Ury advises combining problem-solving with carefully applied leverage.

The goal is not to force the other side to agree with you, but to use power to educate through clarifying the real costs of no agreement while highlighting the benefits of cooperation. By making it both easier to say yes and harder to say no, you guide them to see that mutual satisfaction is in their own best interest.

### **Short note on why we should read it and what makes it special**

A key takeaway from the book is that negotiation is not about fighting harder when your opponent says no, but to change the game. Reframing the negotiation as a discussion for joint problem solving leads to better outcomes.

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# OUR BOOK FOR THE MONTH

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March 2026

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NEW YORK TIMES BESTSELLER



*The Art of*  
**Spending**  
**Money**

SIMPLE CHOICES  
FOR A RICHER LIFE

**MORGAN HOUSEL**

Bestselling author of *The Psychology of Money*

# “WHAT IS WORTH DOING IS WORTH DOING WELL.”

**Philip Stanhope** THE 4TH EARL OF CHESTERFIELD.

## What Does It Actually Mean?

At its core, the phrase is an argument against mediocrity and half-measures. It suggests that if a task is important enough to take up your time, it's important enough to receive your full effort.

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## Here is a breakdown of the philosophy behind it:

- **Respect for Time:**

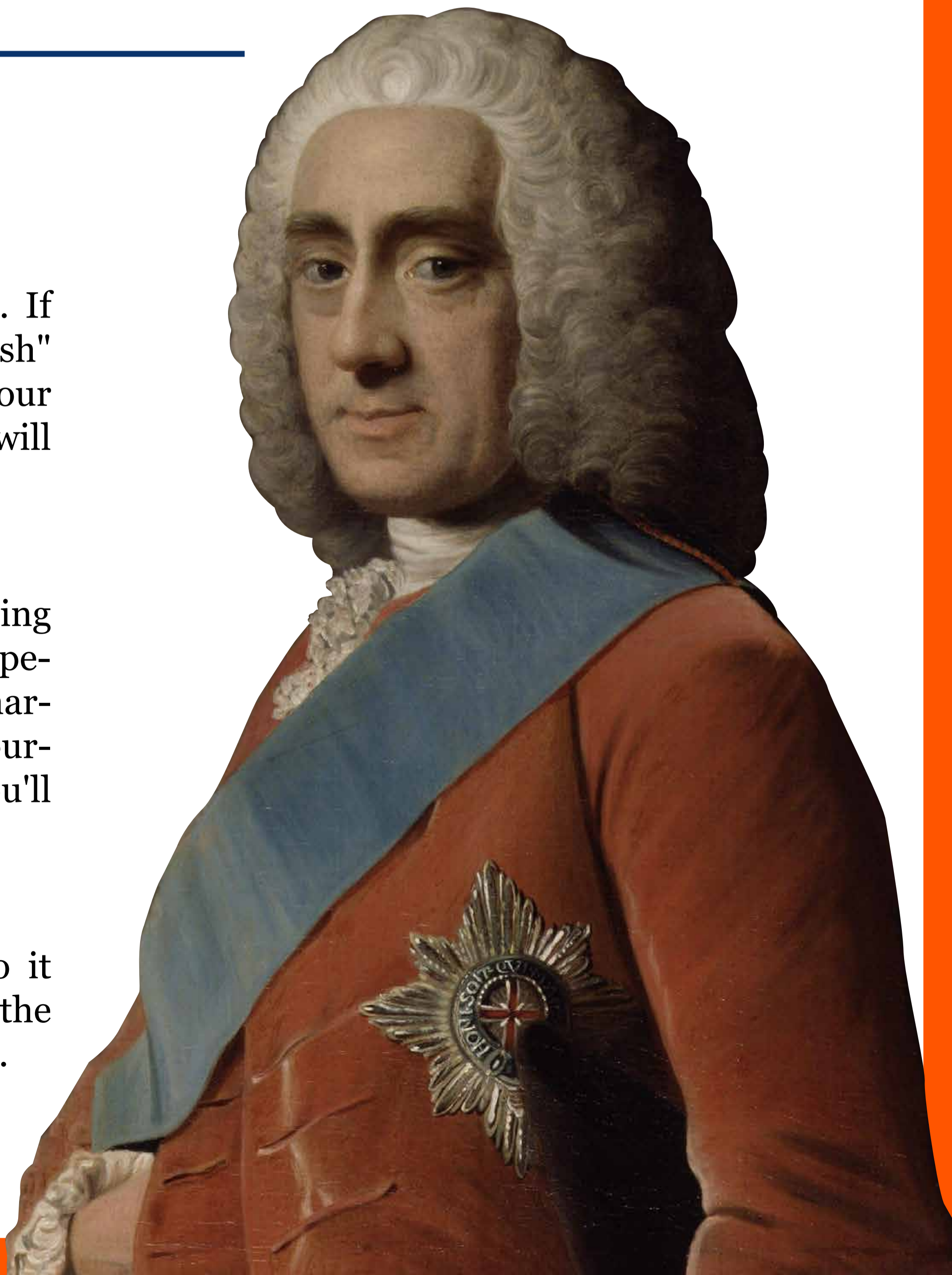
Time is a non-renewable resource. If you spend an hour doing a "slapdash" job, you've essentially wasted that hour because the results won't last or will need to be fixed later.

- **The Habit of Excellence:**

Lord Chesterfield believed that doing things "well" wasn't just about the specific task—it was about building a character of excellence. If you allow yourself to be lazy with small things, you'll be lazy with big things.

- **Efficiency:**

It's actually more "efficient" to do it right the first time. The "do-over" is the ultimate hidden tax on productivity.



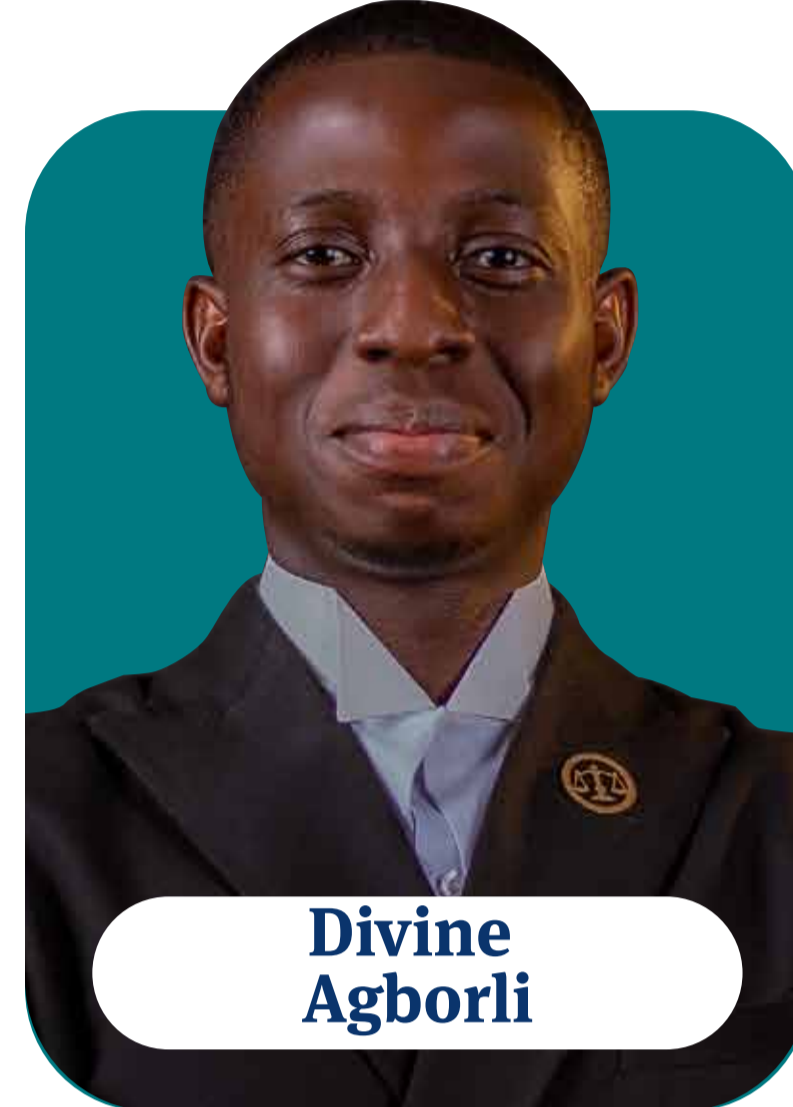
WEEKLY  
**NEWSLETTER**  
EDITORIAL TEAM



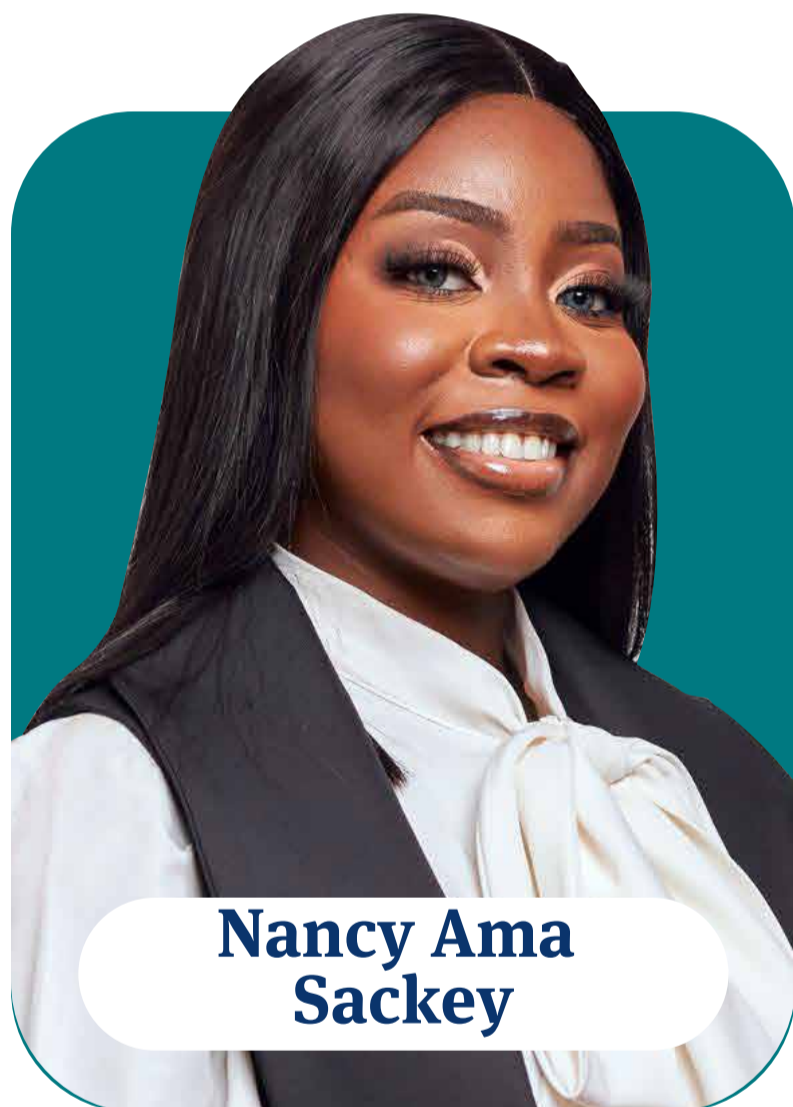
**Jonathan  
Agyei-Peprah**



**Abigail Dedo  
Kpabitey**



**Divine  
Agborli**



**Nancy Ama  
Sackey**



**Dodzi Koku  
Hattoh**



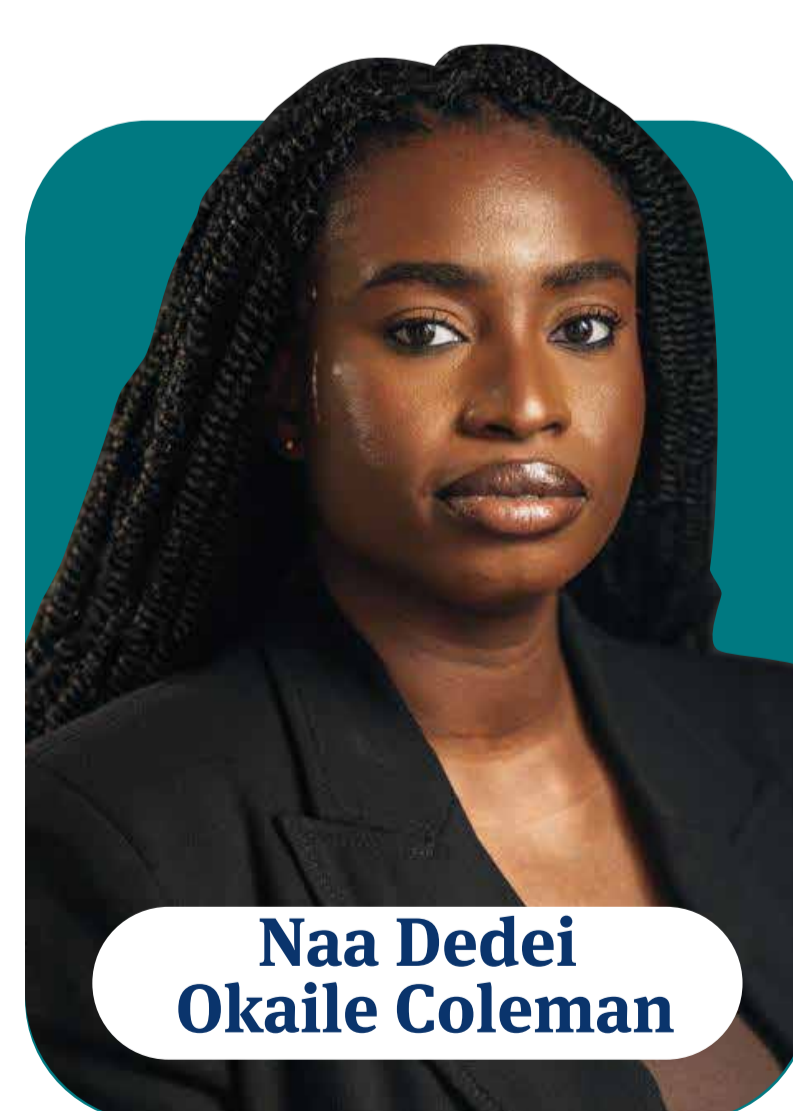
**Esmeralda  
Akorfa Afenyo**



**Miriam  
Selinam Tsri**



**Samuel  
Gyekye-Fosu**



**Naa Dedei  
Okaile Coleman**



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.