

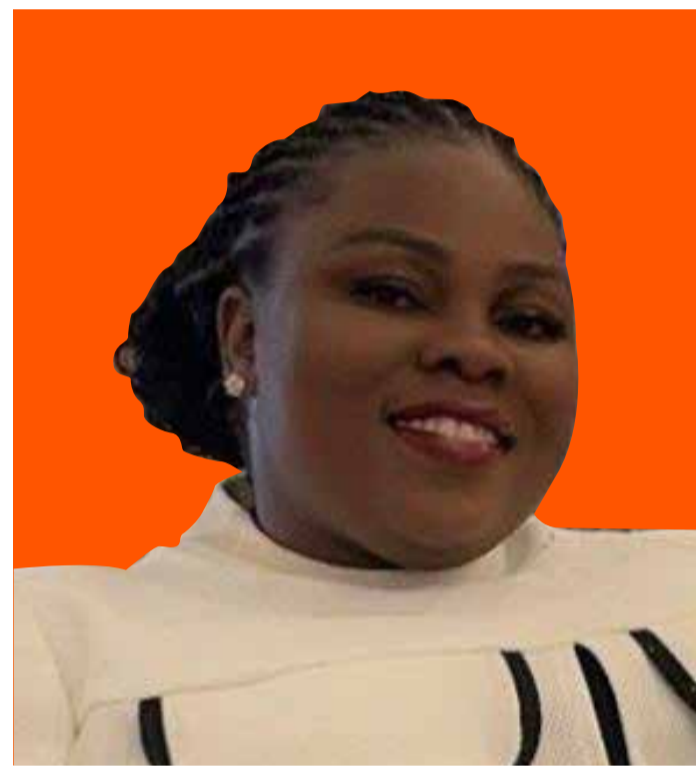


MARCH 2026 WEEK 4

EDITION 38

WEEKLY NEWSLETTER

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



Petrosol TaskForce Team — TASKFORCE OF THE YEAR —

EDITORIAL INSIGHTS: A GLIMPSE INSIDE

Beyond the Headlines What This Week Says About Who We Are

Every edition of our newsletter tells a story. This week's story is not just about achievements, legal developments, or market movements. It is about identity. Who we are when the work is complex. Who we are when the stakes are high. And perhaps most importantly, who we are when no one is watching.

At the centre of this edition is the Petrosol Taskforce recognition. On the surface, it is a celebration of excellence in executing a technically demanding note programme within Ghana's fixed income market. But beneath that is something more instructive for all of us, lawyers and business services staff alike. The reflections from the team consistently point to three things: collaboration, discipline, and shared ownership. The transaction was not defined by individual brilliance, but by coordinated effort. That is a lesson that transcends legal practice. Whether drafting, supporting, coordinating, or enabling, excellence here is always collective.

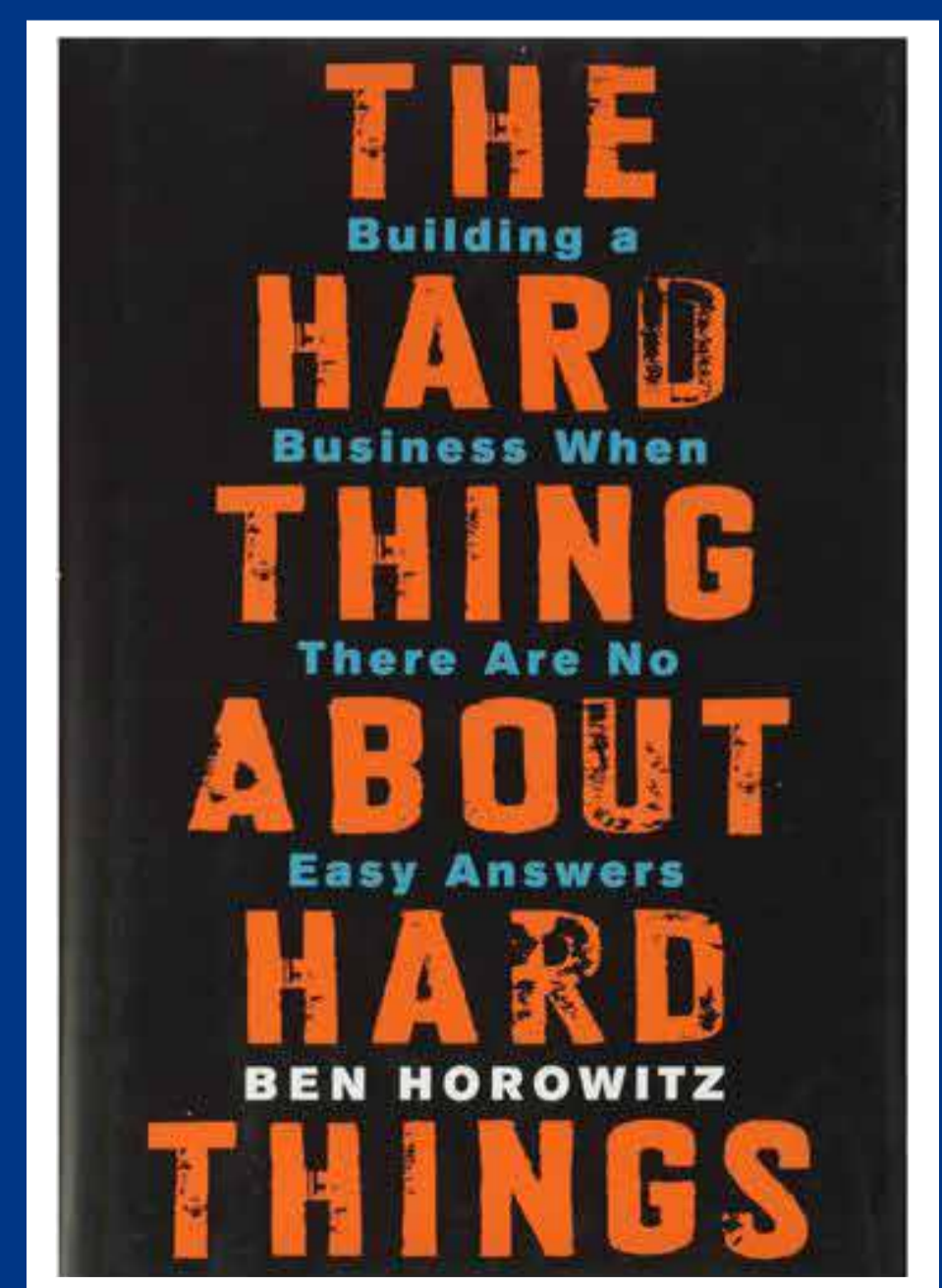
This theme quietly carries through the rest of the issue.

The discussion on corporate governance reminds us that the real work is rarely confined to formal rules. Frameworks matter, but judgment, clarity of roles, and integrity in decision making matter more. For our lawyers, this is a call to think beyond black letter law. For our business teams, it is a reminder that governance is not abstract. It lives in processes, accountability, and everyday decisions.



**Highly
Intellectual:**

**WHAT THE
PRINCIPAL
IS READING:**



EDITORIAL INSIGHTS: A GLIMPSE INSIDE

It means that excellence is not a moment. It is a culture. It is seen in how teams work under pressure, how individuals grow through steep learning curves, and how we collectively respond to complexity.



It is reflected in how lawyers interpret the law and how business teams ensure that the firm functions seamlessly behind the scenes.

Beyond the professional, this edition also grounds us in perspective. The reflections on faith, particularly in the “Peace, Be Still” devotion and the Eid messages, introduce a different dimension of resilience. In high performance environments, it is easy to normalise pressure and overlook the need for stillness, reflection, and meaning. Yet, as highlighted, strength is not only in action but also in composure.

Even the external landscape, rising fuel prices, shifts in the mining sector, and the emergence of AI tools in legal aid, points to a world that is constantly changing. The implication is clear. Technical excellence alone is not enough. Adaptability, awareness, and continuous learning are now essential parts of professional competence.

So what does this all mean for us as a firm?

It means that excellence is not a moment. It is a culture. It is seen in how teams work under pressure, how individuals grow through steep learning curves, and how we collectively respond to complexity. It is reflected in how lawyers interpret the law and how business teams ensure that the firm functions seamlessly behind the scenes.

Most importantly, it reinforces a simple but powerful idea echoed in this edition: what is worth doing is worth doing well.

The challenge, then, is not just to celebrate these stories, but to live them, consistently.



Petrosol TaskForce Team

**TASKFORCE
OF THE YEAR**

The reflections from the lawyers collectively paint a picture of a high-performing, deeply collaborative team driven by excellence and shared purpose. Many describe the Petrosol transaction as both challenging and rewarding, highlighting the technical complexity of the note issuance process and the steep learning curves involved. Yet, across their statements, there is a consistent emphasis on teamwork, professionalism, and the value of contributing to a transaction of significant scale and impact within the Ghana Fixed Income Market.

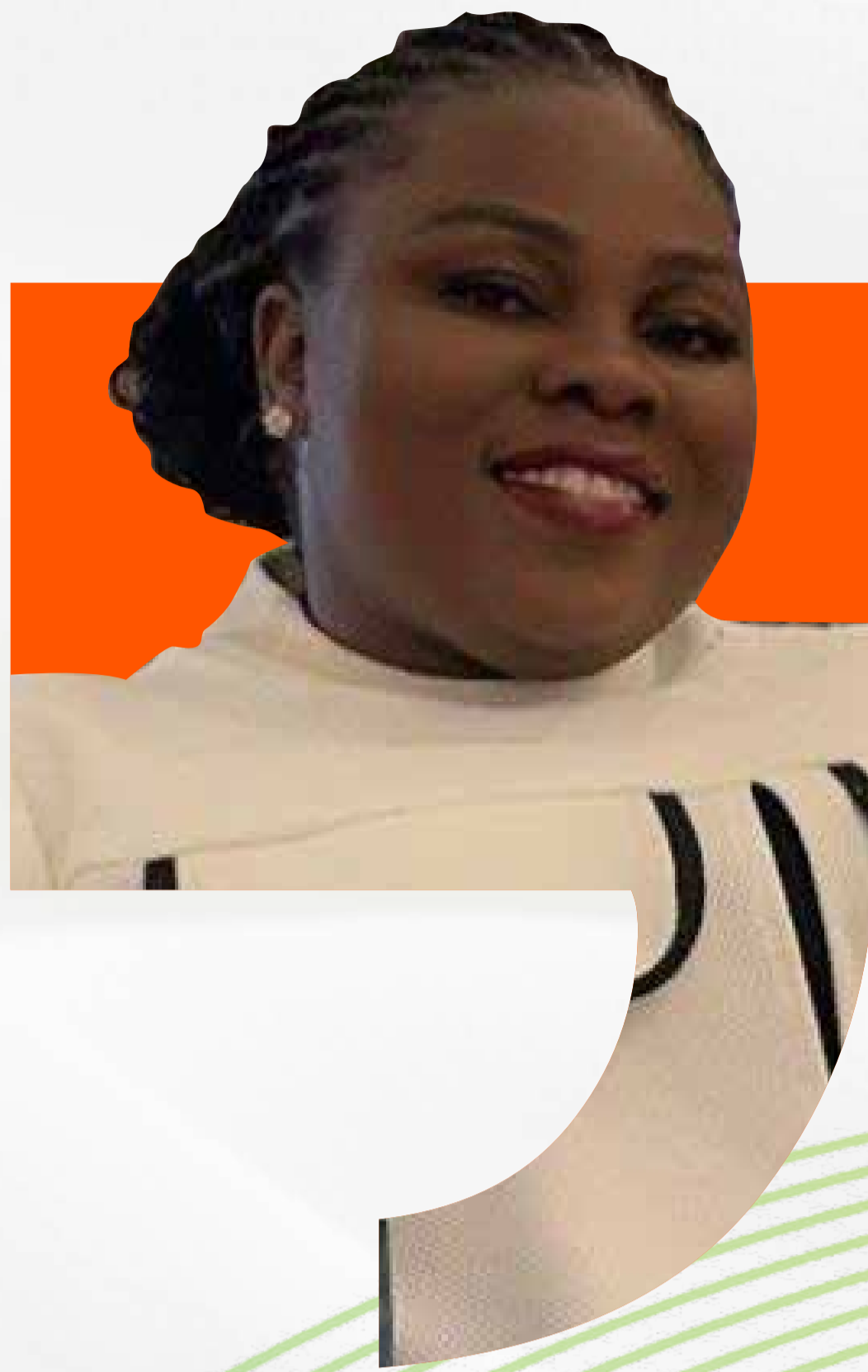
Beyond the technical achievement, the lawyers' experiences underscore a strong sense of pride and gratitude in being part of a cohesive unit that delivers results with precision and resilience. From recognising the opportunity for growth and exposure, to appreciating the balance of focus and camaraderie within the team, their insights reflect a culture that not only prioritises excellence but also fosters development and meaningful collaboration.



**Enid
Baaba
Dadzie**

We're thrilled to have been recognized for our outstanding work on the note program project! It was a team effort, and we're proud to have played a part in delivering exceptional results for PETROSOL. Thanks to the entire task force for their dedication and hard work. We're excited to see the impact of this note programme and look forward to more successes like this!

Petrosol TaskForce Team
TASKFORCE OF THE YEAR



**Valery
Atuwu**

Being on the Petrosol task force has been rewarding and enriching, and it is an honour to be recognised. The experience reminded me that excellence is never a solo effort.

It was also a privilege to observe such strong leadership up close, and to learn from all that went into delivering this transaction.

This success was made possible by the quiet dedication of those behind the scenes, especially our business service team, whose support held everything together.

Petrosol TaskForce Team
— TASKFORCE OF THE YEAR —



**Nayorm
Nyalety**

**It was an honour to work on this matter
and be recognised as Taskforce of the
Year 2025.**

**Personally, it was a nuanced and steep
learning curve that provided
exposure to the world of note issuance.**

**I am grateful for the team's efforts and I
look forward to what's next!**

Petrosol TaskForce Team
TASKFORCE OF THE YEAR



Esmeralda Akorfa Afenyo

I am honoured to have been part of the taskforce working on the Petrosol Transaction, which involves the proposed listing of the company on the Ghana Fixed Income Market. Contributing to a transaction of this scale and significance has been both a challenging and rewarding experience, requiring strong collaboration, technical precision, and a shared commitment to excellence.

This recognition as “Best Taskforce of the Year” reflects the collective dedication, professionalism, and resilience of the entire team. It is a testament to the quality of work we strive to deliver and the impact we can achieve when we work cohesively towards a common goal.

I am proud to have played a role in this achievement and grateful for the opportunity to contribute to such an important transaction. I look forward to seeing the successful completion of the process and to applying the insights gained to future engagements.

Petrosol TaskForce Team
TASKFORCE OF THE YEAR



**Vanessa
Alabi**

Working on Project Ignite has been enlightening. For me, it was my first experience working on a note program, which meant research on notes before attempting any task. I have learnt so much in turn, which has been very helpful in my practice as a member of the Capital Markets section of CCCM team.

As a side attraction to this project as well, we receive key insights on the financial market during our weekly catch-up call with the client every Tuesday.

Special thanks to the team, especially Enid, for the collaborative effort that this work has taken, and to Kimathi & Partners for the opportunity to work on this project.

Petrosol TaskForce Team
TASKFORCE OF THE YEAR



**James
Quartey**

**"The learning
curve on this
transaction
was steep but
rewarding!"**

Petrosol TaskForce Team
TASKFORCE OF THE YEAR



Miriam Selinam Tsri

Working on the Petrosol Taskforce felt like watching a group of people (including the external teams) quietly refuse to accept anything less than excellence. The bond issuance was complex, but it was handled with focus, good judgment, and just enough humour to keep things moving when it mattered most.

It was a privilege to be part of a team that simply gets it done, and makes it look easy.

Petrosol TaskForce Team
TASKFORCE OF THE YEAR



Nancy Ama Sackey

Being part of the Petrosol Taskforce Team and receiving the Taskforce of the Year award is both humbling and deeply fulfilling. The experience reflects not only the quality of the work we delivered, but also the discipline, collaboration, and shared sense of purpose that defined the team. Each member brought a strong commitment to excellence, and it was evident in the way we approached complex issues with all alacrity.

What stood out most for me was the strength of our teamwork. There was a genuine willingness to support one another, share knowledge, and push for the best possible outcomes for the client. The pace was demanding, but the team maintained a high standard of

delivery while remaining thoughtful and solution-oriented. I would also like to acknowledge our team lead, Enid, who has done and continues to do a phenomenal job in guiding the team, as well as all team members whose dedication made this achievement possible.

This recognition is a meaningful milestone, but more importantly, it sets a standard for how I approach my work going forward. The experience has strengthened my appreciation for thoroughness, responsiveness, and client-focused thinking. It also highlights the impact that a well-coordinated team can have, and I look forward to building on these lessons in future engagements.

Petrosol TaskForce Team

— TASKFORCE OF THE YEAR —



**Naa
Dedei
Coleman**

I am grateful for the opportunity to have joined the Petrosol team early in my journey at Kimathi & Partners. The team has taught me a lot beyond contracting, corporate governance and debt securities. I have witnessed collaboration between my highly skilled colleagues, and it has also broadened my perspective in meaningful ways. This recognition serves as both validation of the team's commitment and motivation to continue maintaining Kimathi & Partners's high professional standards.

Petrosol TaskForce Team
TASKFORCE OF THE YEAR



PEACE, BE STILL

EVENING DEVOTION WITH ESINAM

Report by Abigail Dedo Kpabitey

kimothy partners A THOUGHTFUL FIRM

EVENING DEVOTION
Prayer | Scriptures | Thanksgiving

THEME

Peace, Be Still

Mark 4:39

SPEAKER
Emmanuella Esinam Awunyo

DATE
Monday 16th
March, 2026

TIME
5:30-
6:00 PM

VENUE
Online
(Zoom)

During this week's evening devotion, Esinam spoke about the story of Jesus calming the storm when He and His disciples were crossing the sea. She explained that as they were traveling, a violent storm arose. The wind was fierce and the waves were so strong that water began filling the boat. Although the disciples were experienced fishermen who had encountered storms before, they became terrified because of how severe the storm was.

She noted that Jesus was asleep in the boat during the storm, demonstrating the peace and assurance He had despite the chaos around Him. When the disciples woke Him in fear, Jesus spoke just three words: "Peace, be still." Immediately, the wind stopped, the waves calmed, and the sea became still. She emphasized that this clearly demonstrated the authority and power of Jesus over every situation.

"And he arose, and rebuked the wind, and said unto the sea, Peace, be still. And the wind ceased, and there was a great calm."

Mark 4:39

Esinam explained that storms are part of the believer's journey, and that as Christians we will inevitably face challenges in different areas of life. She pointed out that even though the disciples were obeying Jesus and traveling with Him, they still encountered the storm. This shows that difficulties can arise even when we are walking in obedience to God.

She also compared this to the story of the Israelites at the Red Sea. After God delivered them from Egypt, Pharaoh pursued them with his army, and they found themselves trapped between the army and the sea. However, God demonstrated His power by making a way through the Red Sea for them to cross safely, showing that He often reveals His power when situations seem impossible.

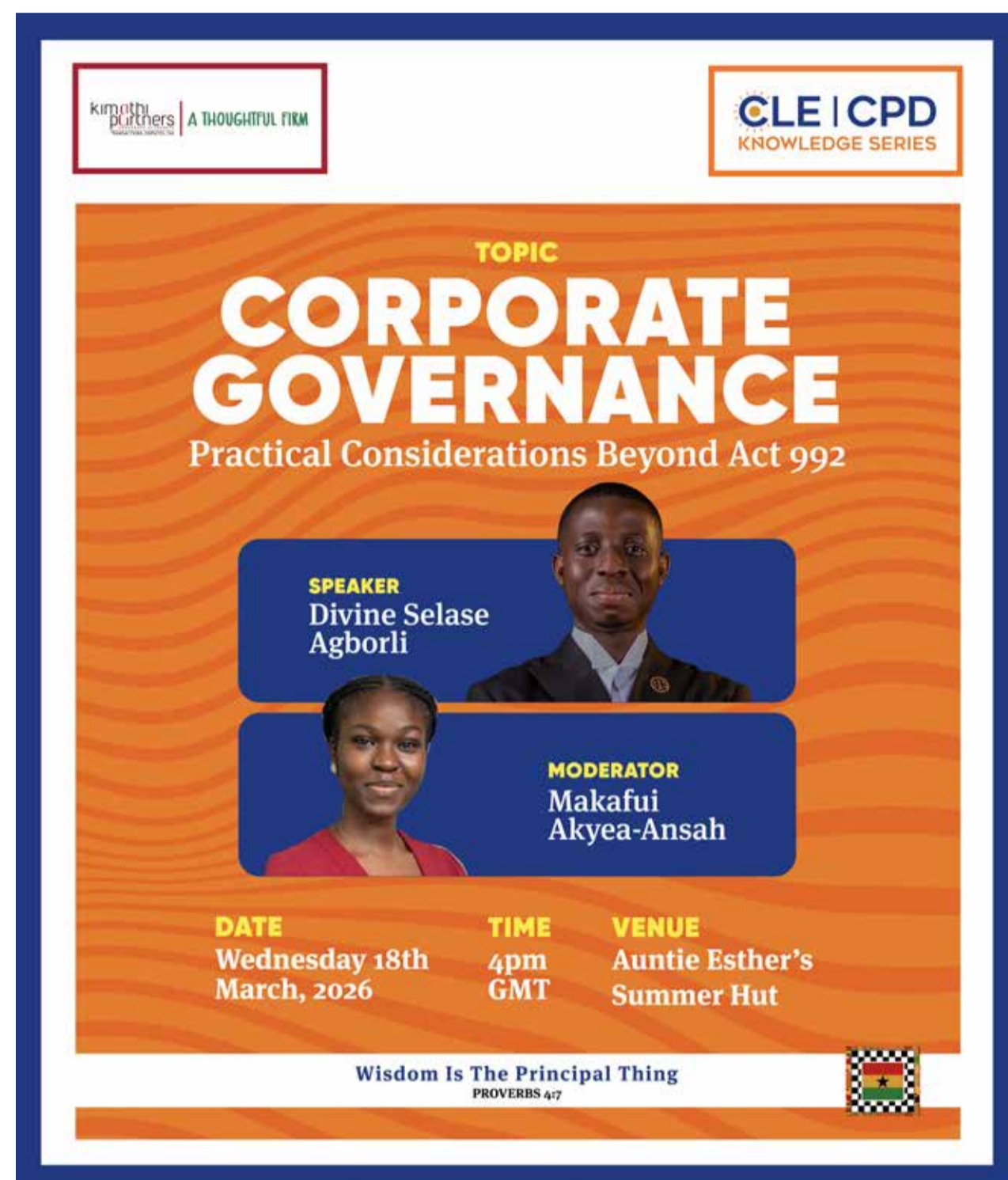
She further referenced James 1:2-4, encouraging everyone to count it all joy when they face trials, because these trials test our faith and produce perseverance, leading to spiritual growth.

In the end, Esinam reminded everyone that just as Jesus was in the boat with the disciples, God is also with us through every storm we face. She encouraged everyone to hold on to the words of Jesus, "Peace, be still," and trust that He can bring peace even before the situation changes.



CORPORATE GOVERNANCE: PRACTICAL CONSIDERATIONS BEYOND ACT 992

Report by Divine Agborli



We were then taken through the different shapes a board can take. From all executive boards, full of energy and speed but sometimes short on reflection, to boards with a stronger non executive presence, where oversight begins to take firmer root. Yet, as the discussion made clear, structure alone is not a cure. A board can look impeccable on paper and still struggle if independence is only theoretical and not lived.

There was something particularly engaging about the way board composition was discussed. Not as a checklist of credentials, but as a careful assembling of perspectives. Experience, temperament, judgement, even personality, all matter. Because at the end of the day, governance is exercised by people, not provisions.

On Wednesday, we had one of those CLE sessions that quietly lingers with you long after it ends, the kind that makes you revisit assumptions you did not even realise you had.

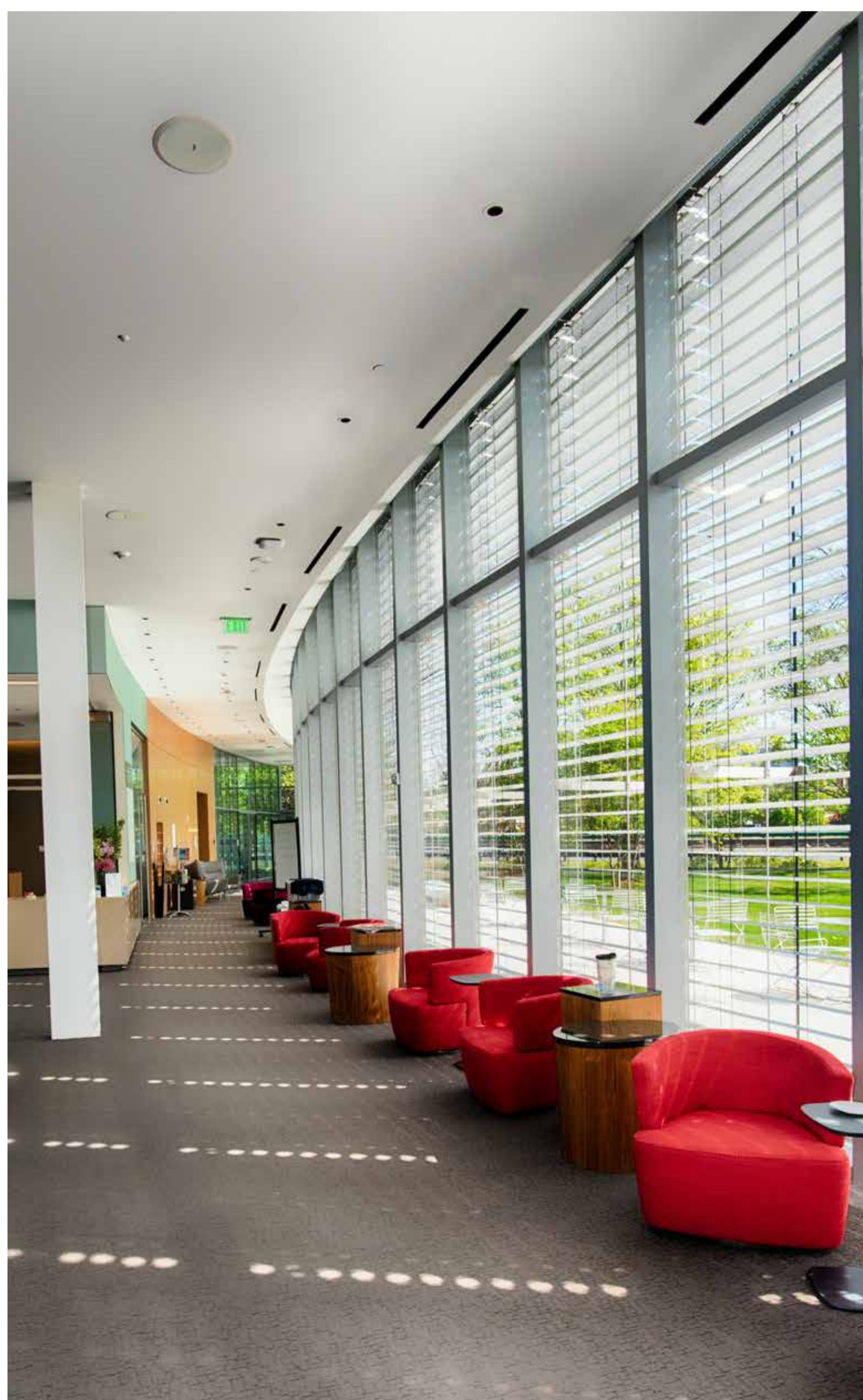
The session, Corporate Governance: Practical Considerations Beyond Act 992, was presented by Divine and thoughtfully moderated by Makafui. It was not a recital of statutory provisions. Instead, it felt like a conversation about the life that exists outside the pages of the Companies Act, where real decisions are made and real tensions play out.

Divine opened with a distinction that sounds obvious until you truly sit with it: management runs the company, governance ensures it is being run well and in the right direction. That single idea set the tone for the session. Because in practice, especially in closely held companies or founder led boards, that line is not just thin, it is often invisible. And when roles blur, accountability tends to blur with them.



When the conversation turned to the role of the board, it became even more practical. Strategy, policy making, supervision, accountability, these were not treated as lofty concepts but as daily disciplines. The phrase “noses in, fingers out” drew knowing smiles. It is simple, memorable, and yet surprisingly difficult to practice. Staying informed without interfering is an art many boards are still learning.

The session also nudged us to widen our lens. Corporate governance does not end with shareholders and annual general meetings. It stretches to employees, lenders, regulators, communities, and the environment. It asks not only whether a company is compliant, but whether it is responsible.



Makafui’s moderation gave the session a steady rhythm, drawing out insights with ease and keeping the discussion anchored in reality. There was a natural flow to it, the kind that allows both ideas and questions to breathe. By the time we wrapped up, one thing felt certain. Act 992 gives us the framework, but it does not tell the whole story. The real work of governance happens in the spaces between the rules, in judgement calls, in boardroom dynamics, and in the quiet decisions that never make it into the minutes.

And perhaps that was the quiet takeaway from the afternoon. Good governance is not just about knowing the law. It is about living it, thoughtfully, consistently, and sometimes courageously.



Case Conference Corner

DRAWING THE LINE BETWEEN FAIR TRIAL RIGHTS AND JUDICIAL DISCRETION

Report by Miriam Selinam Tsri

CASE DISCUSSED:

The Republic

VS

The High Court (General Jurisdiction 10),

Ex Parte: Kwabena Adu Boahene & Angela Adjei Boateng

(Civil Motion No. J5/5/2026)

Last week's case conference, led by Jude, provided a detailed and engaging discussion of a significant Supreme Court decision dealing with allegations of bias in criminal proceedings, the scope of judicial discretion in case management, and the constitutional guarantees of a fair trial.

The case arose from an application for an order of prohibition brought by the Applicants to restrain the trial judge from continuing with their criminal trial on the basis of alleged bias and a real likelihood of bias. The Applicants raised several concerns, including the manner in which they were arraigned, alleged irregularities in disclosure, perceived prejudgment by the trial judge on evidentiary issues, and claims of external pressure from the Attorney-General.

TOPIC
The Republic
VS
The High Court, (General Jurisdiction 10) Ex Parte:
KWABENA ADU BOAHENE & ANGELA ADJEI BOATENG
CIVIL MOTION NO.: J5/5/2026
Delivered By The Supreme Court on 29th October 2025

DATE
Thursday
19th March, 2026

TIME
4pm

VENUE
Auntie Esther's
Summer Hut

SPEAKER
Edwin
Jude Doe

MODERATOR
Ezekiel
Codjoe

"VICTORY BELONGS TO THE MOST TENACIOUS."
- Roland Garros

In particular, the Applicants contended that the trial judge demonstrated bias by determining, at the case management stage, that certain requested materials were irrelevant to the proceedings. They also argued that this pre-emptive determination deprived them of the opportunity to rely on potentially exculpatory evidence, thereby infringing their right to a fair trial under Article 19 of the Constitution.

The Supreme Court, however, firmly rejected these arguments and dismissed the application. In doing so, the Court reiterated a fundamental principle: judges are presumed to be impartial, and any party alleging bias bears the heavy burden of proving, on a preponderance of probabilities, that a reasonable and informed observer would apprehend bias. The Court emphasized that such allegations must be supported by cogent and credible evidence, and not mere speculation or dissatisfaction with judicial rulings.



A central issue in the judgment was the determination of evidentiary relevance. The Court undertook a careful analysis of the relevant provisions of the Practice Directions on Disclosure in Criminal Proceedings alongside Sections 6 and 51 of the Evidence Act, 1975 (NRCD 323). The Court clarified that relevance and admissibility of evidence are matters to be determined at trial, not at the pre-trial stage, where parties must have the opportunity to be heard before any ruling is made on the admissibility of evidence.

Importantly, the Court went a step further to hold that the phrase “which are relevant to the case” in the Practice Directions was inconsistent with constitutional fair trial guarantees. The Court reasoned that allowing a judge to make determinations on relevance at the case management stage, without hearing from the parties, undermines the presumption of innocence and violates the adversarial nature of criminal proceedings. Consequently, the impugned phrase was struck down as unconstitutional under Articles 2 and 130 of the Constitution.

Another key aspect of the decision was the Court's treatment of the Applicants' allegation that the trial judge was influenced or "stampeded" by the Attorney-General. The Court found no evidence whatsoever to support this claim. Rather, the record showed that the trial judge acted independently, exercised discretion appropriately, and responded to the applications before him in a manner consistent with judicial practice.

“

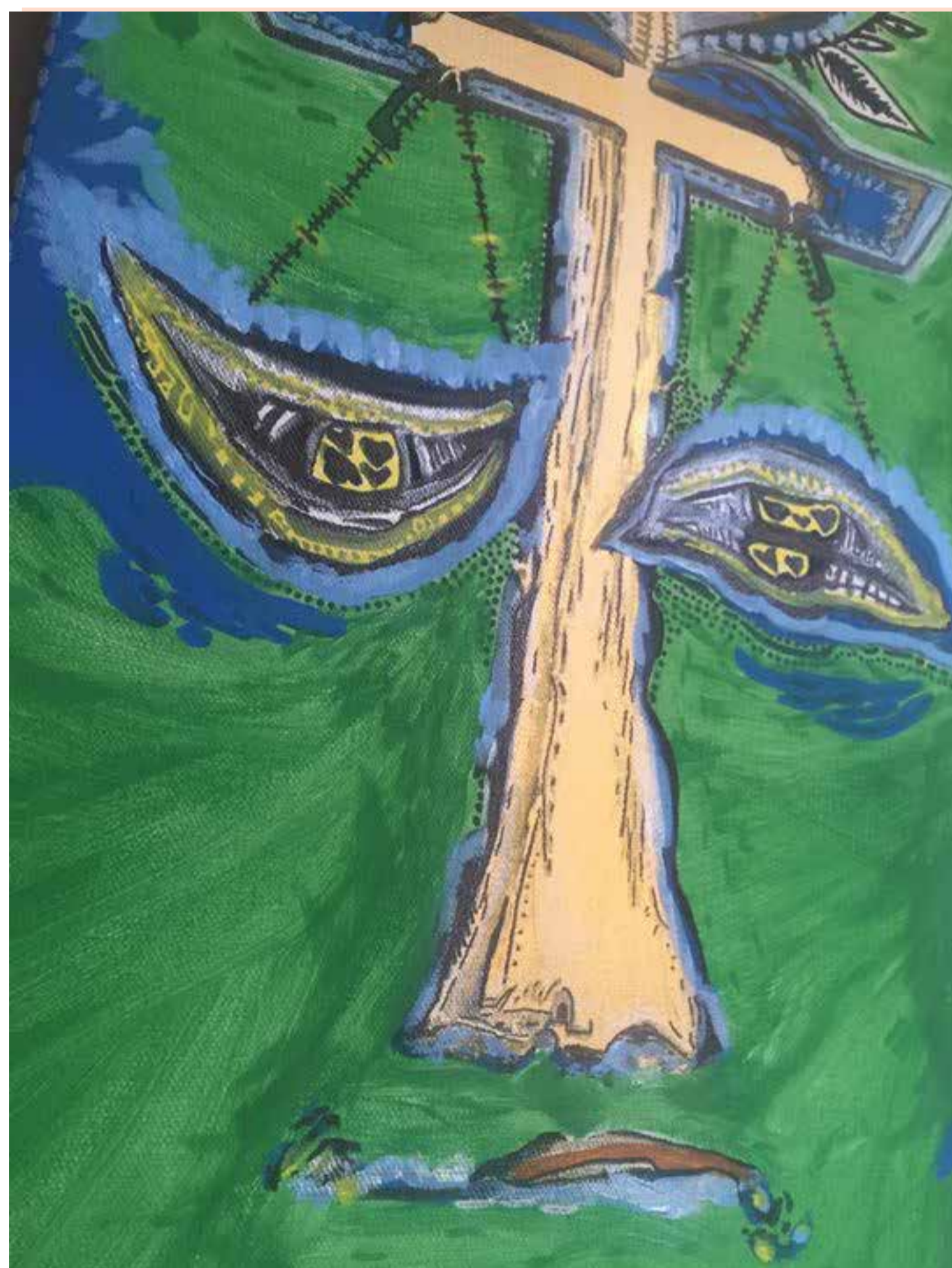
It clarified that while disclosure is essential to fair trial rights, it must be balanced with the court's duty to manage proceedings efficiently.

On the issue of judicial scheduling, the Applicants had argued that the trial judge demonstrated bias by electing to hear the matter on a full-day basis (from 9 a.m. to 4 p.m.). The Court dismissed this argument as misconceived, explaining that the High Court's jurisdiction is broad and that case scheduling is a matter within the administrative and judicial discretion of the court. The Court further observed that expeditious hearing of criminal matters is not only proper but constitutionally desirable, as it promotes fair trial rights by avoiding undue delay.

The Court also addressed the broader implications of disclosure and case management. It clarified that while disclosure is essential to fair trial rights, it must be balanced with the court's duty to manage proceedings efficiently. The Court stressed that disclosure obligations apply to materials connected to the case and that parties retain the right to challenge admissibility during the trial itself when the evidence is formally presented.

During the discussion, Jude highlighted the practical lessons for litigation strategy, particularly in criminal matters. A key takeaway was the importance of distinguishing between procedural dissatisfaction and legally cognisable grounds for bias. The team reflected on the fact that allegations of bias must be approached with caution, as courts are reluctant to infer bias from routine judicial case management decisions unless there is clear evidence of prejudgment or improper conduct.

The session also explored the broader constitutional implications of the decision. The Court's striking down of the offending phrase in the Practice Directions reinforces the supremacy of the Constitution and affirms the judiciary's role in ensuring that subordinate rules and procedures comply with constitutional guarantees. This aspect of the judgment is particularly significant as it reaffirms that procedural efficiency cannot come at the expense of fundamental rights.





Eid al-Fitr is a significant and joyous occasion celebrated by Muslims worldwide, marking the end of the holy month of fasting, prayer, and reflection. It is a time characterized by gratitude, generosity, and community, as families and friends come together to share meals, exchange goodwill, and support those in need. Beyond the festivities, Eid-ul-Fitr holds deep spiritual meaning, making it a moment of renewed faith and personal growth. In this spirit, our Muslim brothers share their experiences, offering insight into the traditions, emotions, and values that make this celebration so meaningful.



Suleiman Seidu



“It means a lot, especially it is a month in which the Holy Q'URAN was Revealed. During this month we muslim use the daylight hours without food, Drink or other comfort to sharpen Allah consciousness stop negativity habits pray more, recite Quran and give extra charity to the needy.

It's also meant to purify our heart, seek forgiveness and make us grow closer to Allah.

It also makes us experience thirst and hunger reminds believers of those in need, prompting Generosity.

For me Ramadan is more than abstaining from food it's a month long workshop in self discipline, gratitude reflection and renewed commitment for faith.

What I look forward to in this Ramadan is for all my prayers to be answered and to witness more Ramadan a head over me.”

Eid-ul-Fitr Mubarak



Osman Mustapha



“Eid al-Fitr comes after a month of peace where I fast to get closer to Allah. During this time, I pray more and ask for guidance and blessings in my life. Fasting teaches me patience, discipline, and kindness, and I carry these lessons into the rest of the year. As I return to my work in the law firm, I ask Allah to bless the work of my hands, guide my decisions, and help me serve others with honesty and care.”

Eid-ul-Fitr Mubarak



**Abdul Aziz
Haruna**



“Fasting, is a time for spiritual growth, self-discipline, and reflection. It helps me reconnect with Allah, practice patience, and become more mindful of others. This year, I’m looking forward to strengthening my faith, building better habits, and carrying the lessons of Ramadan into my everyday life.”

**Eid-ul-Fitr
Mubarak**



Alhassan Issaka



“Eid-ul-Fitr comes after a time of fasting that helps me learn self-control, patience, and kindness. During fasting, I remember those in need and grow closer to God. When Eid arrives, it is a time of joy, sharing, and giving thanks. The lessons I learn—like being disciplined, caring for others, and staying humble—help guide me in how I live throughout the rest of the year.”

Eid-ul-Fitr Mubarak



NATIONAL NEWS

Report by
Samuel Gyekye-Fosu

FUEL PRICES TO INCREASE FROM MARCH 16; PETROL UP BY 16.93%, DIESEL 17.21%

Fuel prices in Ghana are expected to increase sharply from March 16, 2026, according to a pricing outlook report by the Chamber of Oil Marketing Companies (COMAC).

Expected Price Increases

- Petrol: expected to rise 16.93%, potentially reaching about GH¢14.32 per litre.
- Diesel: projected to increase 17.21%, possibly selling at about GH¢16.10 per litre.
- LPG: expected to rise 11.26%.

This would be the fourth projected fuel price increase in 2026, and the largest margin of increase so far this year.

Reasons for the Increase

- Rising global crude oil prices, which jumped from about \$71.41 to \$86.55 per barrel in mid-March 2026.
- Geopolitical tensions in the Middle East.
- Disruptions in the Strait of Hormuz, a key global oil shipping route.
- Significant increases in international petroleum product prices, particularly diesel (+43%), LPG (+23.96%), and petrol (+19.41%).

Local Pricing Measures

The National Petroleum Authority (NPA) has also raised minimum price floors for the March 16–31 pricing window:

- Petrol: GH¢10.46 → GH¢11.57 per litre
- Diesel: GH¢11.42 → GH¢14.35 per litre
- LPG: GH¢9.38 → GH¢10.67 per kg
- Oil Marketing Companies must not sell below these approved price floors.
- Market observers are waiting to see how major companies like GOIL and Star Oil will set their final pump prices, especially as regulations now prevent selective discounts at fuel stations.



KWAME AI LAUNCHES ‘ESKWAI PRO BONO’ TO IMPROVE ACCESS TO FREE LEGAL AID IN GHANA

eskwai

Kwame AI, a Ghanaian technology company, has launched Eskwai Pro Bono, an AI-powered tool designed to help lawyers provide free legal services to vulnerable and indigent clients.

The platform was introduced by the company’s co-founder, Joojo Boateng, who said the goal is to improve access to justice regardless of a person’s financial capacity.

Eskwai Pro Bono helps legal practitioners by:

Streamlining legal research

Assisting with document drafting

Supporting case analysis

Providing access to a database of legislation and prior court rulings

The first organisation to adopt the tool is the Legal Aid Commission (Ghana), which provides legal services to poor and vulnerable citizens but faces severe resource constraints, with only 45 full-time lawyers serving over 30 million people.

With the AI platform, the commission’s 190 staff members—including lawyers and mediation officers—can handle cases more efficiently and accurately.

The commission’s Executive Director, Edmund Foley, described the partnership as “trendsetting”, noting that it will strengthen the organisation’s ability to deliver justice.

MINING INVESTORS RAISE CONCERN OVER DELAY IN GHANA'S LITHIUM LEASE RATIFICATION.



Investors in Atlantic Lithium are increasingly concerned about delays in ratifying the mining lease for the Ewoyaa Lithium Project, which is being developed through its Ghanaian subsidiary Barari DV Ghana Ltd in Ghana's Central Region.

* The original mining lease, signed on October 20, 2023, failed to be ratified by the Parliament of Ghana due to political gridlock.

* A revised lease was signed in 2025 and presented to parliament on November 11, 2025, but it was withdrawn on December 10, 2025 by the Minister for Lands and Natural Resources, Emmanuel Armah-Kofi Buah, following controversy over reducing the royalty rate from 10% to 5%.

* On December 19, 2025, the minister reintroduced the lease along with a sliding royalty scale ranging from 5% to 12%, depending on

global lithium prices. The lease was then referred to parliament's Lands and Natural Resources Committee for review.

* Despite about 25 parliamentary sittings and at least one committee meeting, there has been little visible progress or communication**, causing frustration among international investors.

* Some major shareholders say the delay is eroding confidence in Ghana's mining sector.

* A few investors have reportedly started selling shares in Ghanaian mining companies due to uncertainty.

* Investors emphasize that while Ghana must ensure the lease benefits the country, the lack of transparency and slow process could discourage foreign investment.



BOOK REPORT

Report by Naa Dedei
Okaile Coleman

Brief summary of the book

In *David and Goliath*, Malcolm Gladwell uses the titular Bible story to challenge how readers think about strengths and weaknesses. Drawing from scientific research, history and psychology, Gladwell advises readers to look at difficulty from a different angle. Rather than accepting a weaker position, he directs underdogs to take advantage of their circumstances to build differently.

Key insights

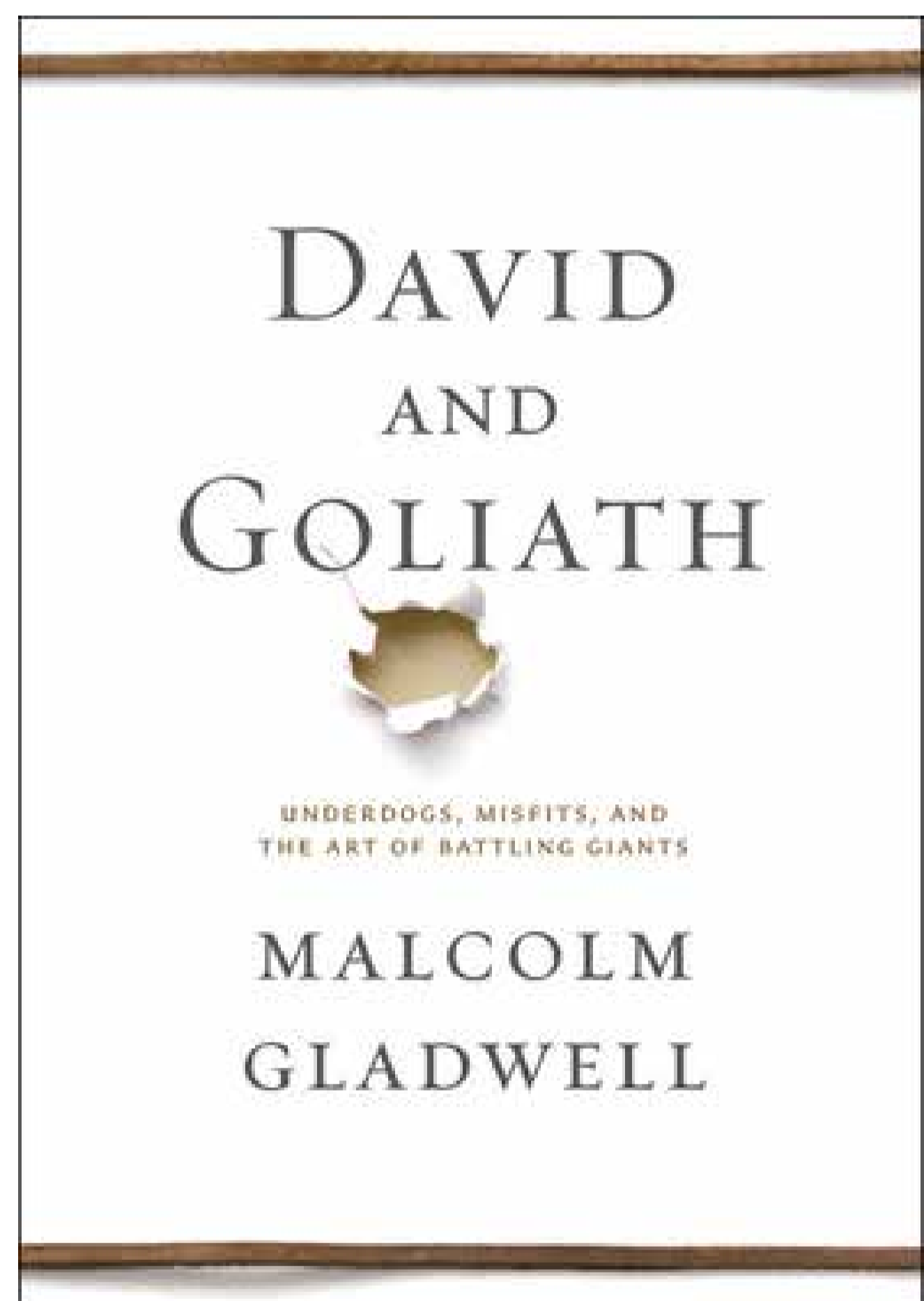
1. Rethinking David v. Goliath

Gladwell challenges readers to look at the story of David and Goliath from a different perspective. David is pictured as a tiny, helpless person who wins by miracle. Gladwell argues that this is not true. He points out that David was not fighting on Goliath's terms but his own. David was used to the sling, which could launch stones at high speed, while Goliath's size and heavy armour may have worked against him. His point is that underdogs do not win by playing the same game as the champions, they win by playing a different game altogether.

2. The Hidden Strength of Struggle

Gladwell notes that struggle can sometimes make people stronger in unexpected ways. He makes an example out of several successful people who are dyslexic. Since reading and writing are harder for them, they often build other skills. What would be considered a weakness pushes them to get strong somewhere else.

One example is lawyer David Boies, who had severe dyslexia and found reading slow and difficult. He turned it into an advantage, becoming an incredible listener and a powerful memory that he used to process arguments by hearing them and responding sharply in court. His struggle forced him to



build a different set of mental strengths.

He adds that struggle does not always make people better, in some situations, it can overwhelm them. The level of difficulty plays a huge role. When adversity is tough but still survivable, it turns into training. The right amount of difficulty pushes people to develop strengths they would not build otherwise.

3. The Inverted U-Curve

Gladwell introduces the “inverted U-curve,” which states that more of a good thing is not always better. Advantages help up to a point, but after that they can hurt. For instance, Gladwell uses research on class sizes show that smaller classes improve learning, but once you get below a certain number, it does not make an impact.

He also uses the “Big Fish–Little Pond” effect as another example. At a top-tier school, a strong student might suddenly feel average because everyone else is also a high-achiever when they would feel the opposite in a less selective school. The different environment changes how capable they feel. Using Caroline Sacks, who is mentioned in the book, Gladwell argues that standing out matters more than being surrounded by the very best.

4. Why Authority Works or Fails

Gladwell points out that when powerful groups rely on punishment and intimidation, they often make resistance stronger. The stronger side can unintentionally create sympathy for the underdog. Strength only works if it is used wisely, inflexibility and overconfidence are weaknesses, while underdogs can succeed by being creative and adaptable.

Gladwell uses the civil rights movement as an example. In 1960s Birmingham, officials thought using force would stop protests, but videos of police dogs and fire hoses weakened their power. He explains that people follow authority when they see it as fair, respectful, and trustworthy. Overreacting or using too much force often backfires, making resistance stronger instead of weaker.

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

A key takeaway from the book is that success isn't just about having the biggest advantages, it's about how you use what you have, especially when you're at a disadvantage. What we perceive as disadvantages can actually become strengths, and apparent advantages can turn into weaknesses.





DESIGNING WITH PURPOSE: THE THINKING THAT DRIVES EFFECTIVE POSTER DESIGN

By Jonathan Agyei-Peprah

“Design is
thinking
made visual”

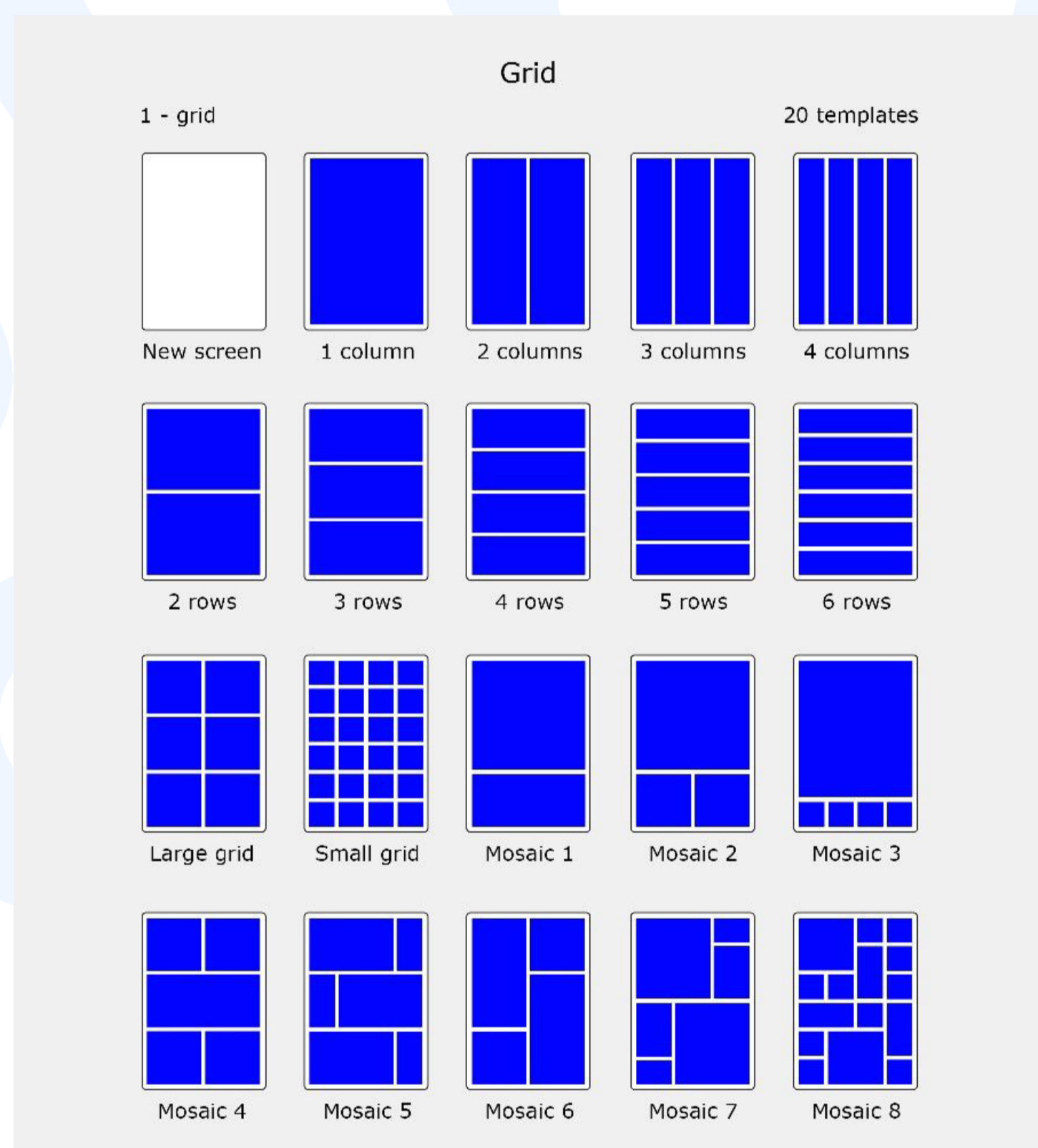
- Saul Bass

As Saul Bass best put it, “Design is thinking made visual”. The thinking behind poster design is fundamentally strategic, not just aesthetic. A poster is a visual communication tool, so every design decision is done with purpose, clarity and with the audience in mind.

At the core is objective definition. The big question I ask myself at the beginning of each poster design is “what action should the viewer take?” Attend Evening Devotion, CLE, Case Conference, TGIF, The Big Debate or any other events in the firm. Posters are also done to remember the brand, or understand information easily. This determines the hierarchy of elements. A strong poster design applies visual hierarchy to guide the eye: typically headline → supporting text → call to action. The most important information must be instantly visible.



Next is audience targeting. The choice of typography, color palette, imagery, and tone should align with the psychological and cultural expectations of the intended audience. For example, a corporate law firm poster would lean toward minimalism, structured layouts, and restrained color systems, while an entertainment poster may use expressive typography and bold contrasts.



Composition and layout are driven by balance and readability. I use grid systems, alignment, spacing, and contrast to create order. White space (negative space) is not empty—it improves legibility and emphasizes key elements. “Whitespace is like air: it is necessary for design to breathe.” - Wojciech Zieliński. The goal is to avoid cognitive overload while still being visually engaging.

“Whitespace is like air: it is necessary for design to breathe.”

Wojciech Zieliński.

Color and typography are functional tools, not decoration. Color creates mood and directs attention, while typography communicates tone and hierarchy. Consistency in these elements reinforces brand identity and improves recognition.

In short, good poster design is the intersection of communication strategy, visual hierarchy, and audience psychology, executed with clarity and restraint.



OUR BOOK FOR THE MONTH

March 2026

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.

Here is a breakdown of the philosophy behind it:

- **Respect for Time:**

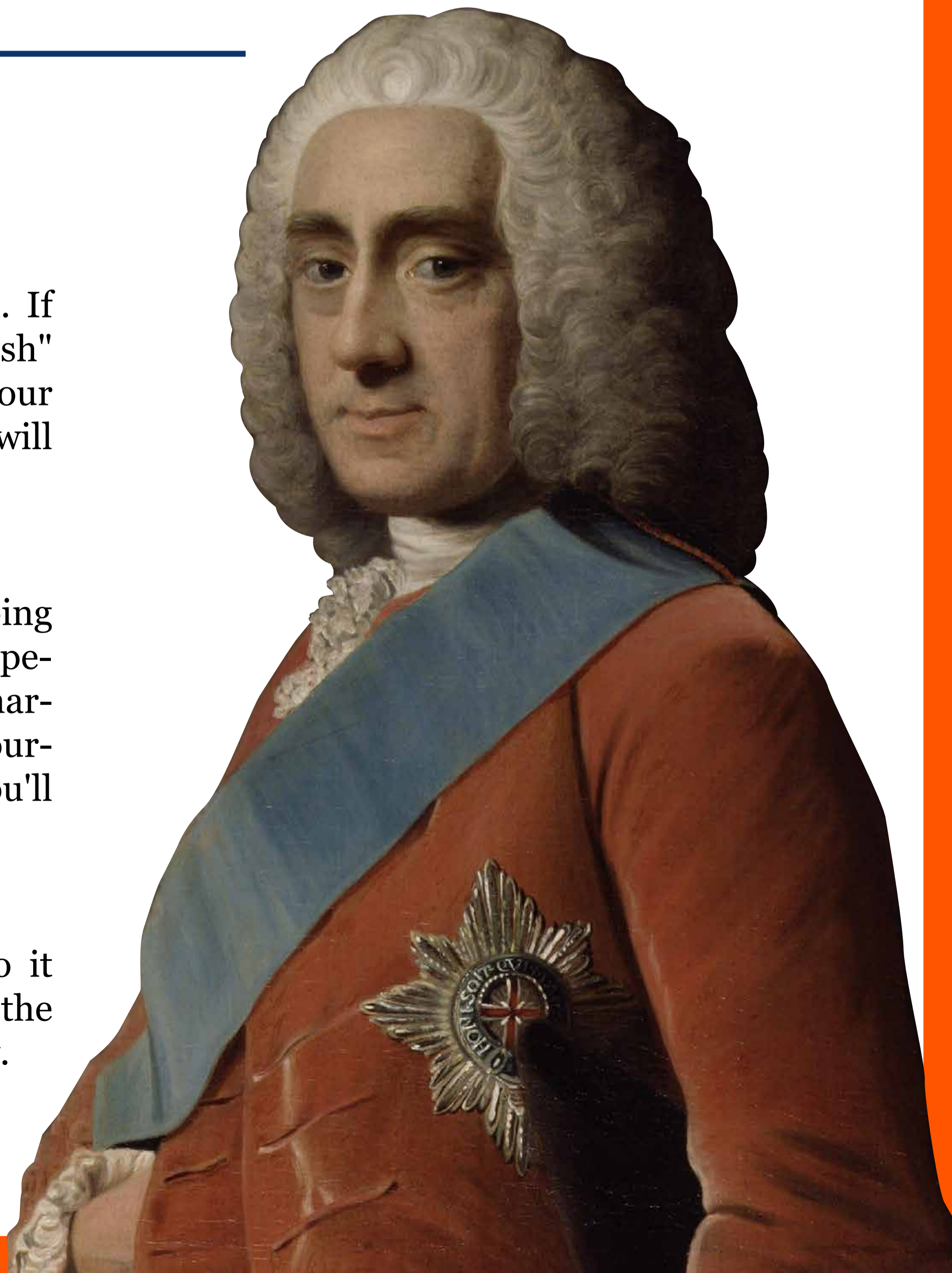
Time is a non-renewable resource. If you spend an hour doing a "slapdash" job, you've essentially wasted that hour because the results won't last or will need to be fixed later.

- **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



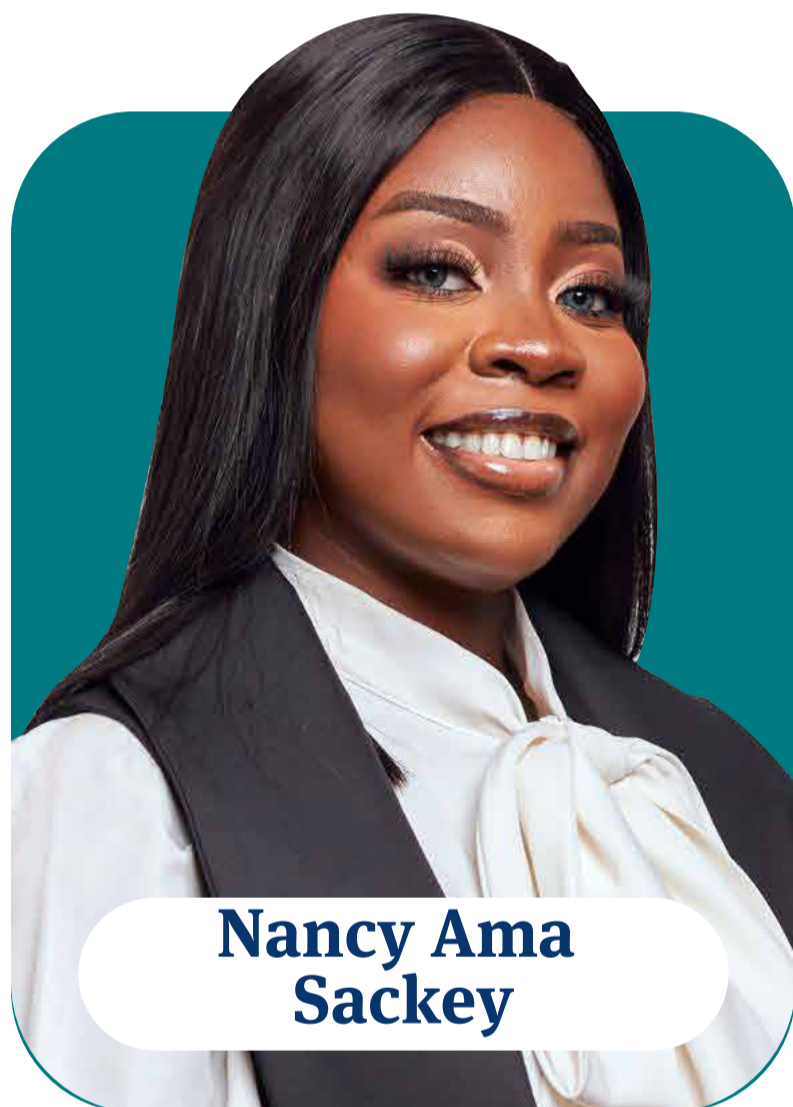
**Jonathan
Agyei-Peprah**



**Abigail Dedo
Kpabitey**



**Divine
Agborli**



**Nancy Ama
Sackey**



**Dodzi Koku
Hattoh**



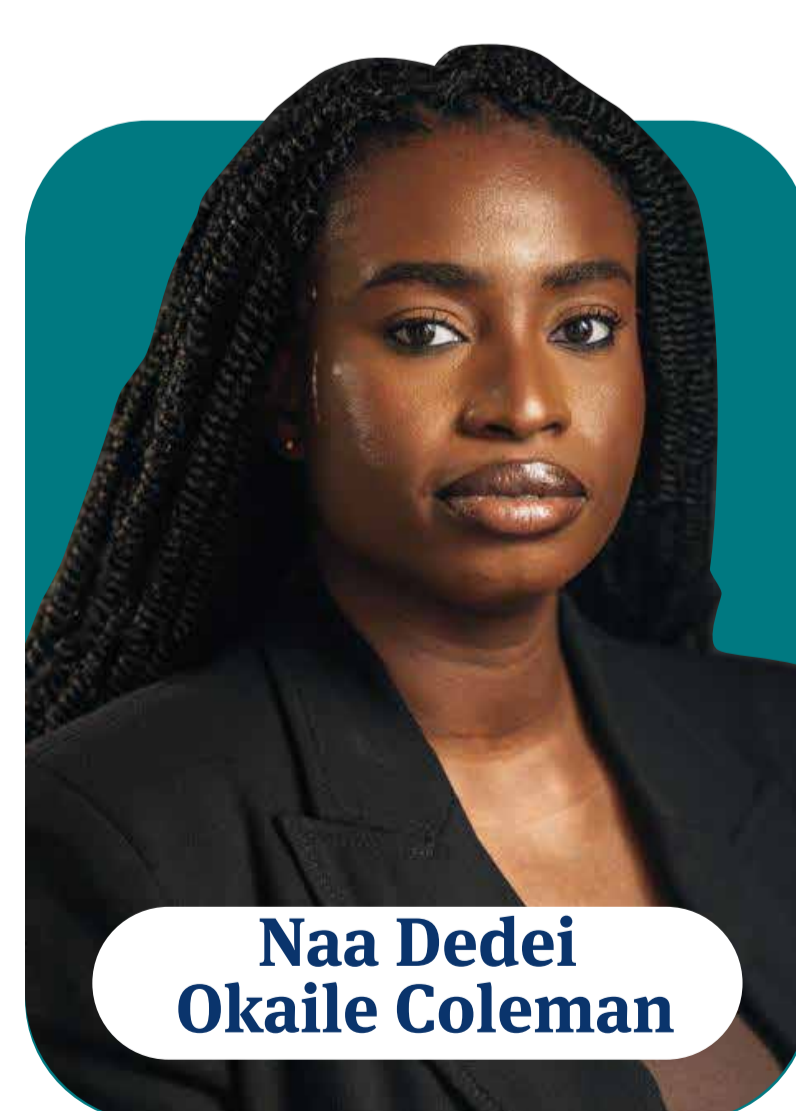
**Esmeralda
Akorfa Afenyo**



**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.