



About Nippin

I believe in embracing differences. As uncomfortable as it may sound, it is in my opinion the most effective way of learning when we begin to appreciate viewpoints that don't necessarily coincide with ours. I help organisations and leaders understand the power of diversity for personal and organisational growth. I originally come from India. I have worked as a merchant navy officer for over a decade. I then took up a master's degree in economics and later a PhD in Social Sciences at Cardiff University. After a short-lived career as a full-time researcher at Nottingham University Business School, I decided to return to the industry as a safety inspector working in the North Sea area for seven years to put my academic curiosity to testing. In 2019, I decided to quit a full-time job and set up my own company. Based in the North East of Scotland (Aberdeen), I travel extensively and set up learning events across the world. My work is highly recognised both in the scientific community and across safety critical industries – maritime, oil and gas, aviation, retail, health, insurance and renewable sector. My key interest lies in cultural anthropology, organisational learning, safety management and human factors. There is a beautiful expression in anthropology – 'making the familiar strange and the strange familiar'. I find it extremely helpful in making sense of the world around me.

Second stories matter

During my career at sea, I experienced a near collision which was traumatic as a start but later became a turning point in my life. A decade later when I took up a PhD in Social Sciences it became obvious to me through this journey how the same story can be narrated in so many different ways. Since then, I have taken up a passion for creating human stories. Something goes wrong and we plunge deep into collecting evidence, establishing fact and investigating the 'case'. We get so busy creating the first story that we miss the opportunity to engage with second stories. Some peculiarities of first stories. They emerge fairly quickly, focus excessively on people at the sharp end, promise to provide accurate explanations of some very complicated issues, conveniently and authoritatively direct what people should have done (or not) to avoid those silly outcomes, and become seen as the truth. Second stories are messy, time consuming, incomplete, inaccurate, dubious, rich in detail, hard to explain, uncomfortable, and leave us vacant and wondering when there are no obvious conclusions and solutions. But often second stories hold the power to make us think, reflect and shift perspectives. I learnt about the transformative power of second stories through my own experience and then went on to creating many more. From Costa Concordia to Hoegh Osaka, extraordinary to typical, unimaginable to mundane, I have spent many years working in oil and gas, maritime, aviation, renewables, health sector, insurance and utilities helping leaders create and understand the power of second stories of accidents and everyday experiences. I invite you to encourage and entertain second (and possibly more) stories within your organisations. Second stories may not fit your world view but that does not make them inaccurate or unreliable. They are simply told from different angles, experiences, understandings, values, viewpoints and priorities. Understanding and unpacking those differences is an immense source of learning and growth for leaders both at personal level but also for their organizations.