ConocoPhillips

Alan Iwasaki

VICE PRESIDENT - HUMAN RESOURCES

CONOCOPHILLIPS CANADA

Alan Iwasaki was appointed Vice President, Human Resources of ConocoPhillips Canada in February 2007. He is accountable for the development and implementation of people strategies to attract, engage,develop and retain top talent in Canada. In addition to his Vice President role, Alan serves on Canada's Senior Leadership Team (SLT) and is a member of the Americas Human Resources Talent Management Team (TMT).

Alan joined the company in 1980 as a refinery operator in Denver,Colorado. After several years in refinery operations, he moved into the Human Resources (HR) department in Denver and then transferred to Lake Charles, Louisiana, as a labor relations specialist for the refinery in 1992. Next he moved to Houston, back to Denver, and was transferred to London as head of HR for downstream Europe in 1998. When Conoco and Phillips merged in 2002, Alan was asked to return to Houston to lead the HR group for the central upstream technical functions – exploration, technology,business development, engineering and global gas.

Alan has made several important contributions to the company during his career. In 2002 he led a global team to develop the GRADS (Global Recruiting and Development Strategy) program and the team was recognized with a corporate SPIRIT award. He also organized the seven core upstream Talent Management Teams (geoscience, reservoir engineering, production engineering, wells engineering, project management and infrastructure engineering, business development and asset management), to build consistent people processes across the upstream world. To share best practices in talent management, Alan organized the first Super TMT conference in Houston where TMT representatives from around the world came to learn and share talent management lessons.

Alan was born and raised in Los Angeles, California. He holds a BS from Regis University in Business Administration and is a certified Senior HR Professional by the Society for Human Resource Management. He enjoys listening to jazz, cheering on the Denver Broncos, salmon and fly fishing and spending time with his two kids.