

# Stanford

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## Julien Alexandre Romain Clement

Assistant Professor of Organizational Behavior at the Graduate School of  
Business

### Bio

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#### ACADEMIC APPOINTMENTS

- Assistant Professor, Organizational Behavior

#### PROGRAM AFFILIATIONS

- Symbolic Systems Program

### Teaching

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#### COURSES

##### 2025-26

- Research Fellows Practicum: GSBGEN 697 (Aut, Win, Spr, Sum)
- Strategy and Organizations: OB 626 (Win)

##### 2024-25

- Organizational Analytics: HRMGT 210 (Spr)
- Research Fellows Practicum: GSBGEN 697 (Sum)
- Strategy and Organizations: OB 626 (Win)

##### 2023-24

- Introduction to the Behavioral Theory of the Firm and its Contemporary Applications: OB 680 (Spr)

##### 2022-23

- Organizational Analytics: HRMGT 210 (Spr)
- Strategy and Organizations: OB 626 (Win)
- Strategy and Organizations: SOC 356 (Win)

#### STANFORD ADVISEES

##### Doctoral Dissertation Reader (AC)

Madison Singell

##### Doctoral (Program)

Lenard Strahringer, Yankai Wang, Joseph Young

## Publications

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### PUBLICATIONS

- **Where are managers needed? How culture and coordinative complexity predict the evolution of reporting relationships in organizations** *JOURNAL OF ORGANIZATION DESIGN*  
Li, D., Clement, J., Srivastava, S. B.  
2026
- **Roadmap or Compass? The Value of Prior Collaborative Experience in an Unfamiliar Task Environment** *ORGANIZATION SCIENCE*  
Clement, J., Balachandran, S.  
2026
- **When mimicry leads to divergence: Interdependence asymmetries and selective imitation among competitors** *STRATEGIC MANAGEMENT JOURNAL*  
Balachandran, S., Clement, J.  
2025
- **Missing the Forest for the Trees: Modular Search and Systemic Inertia as a Response to Environmental Change** *ADMINISTRATIVE SCIENCE QUARTERLY*  
Clement, J.  
2023; 68 (1): 186-227