THE INTEGRAL MANAGEMENT SOCIETY

Activity Report 2024

Recognition of pre-constitutive activities and first institutional steps

Genève · Financial period 20 November – 31 December 2024 · Approved 3 August 2026

THE INTEGRAL MANAGEMENT SOCIETY

2023 – 2024

From a working community to a Swiss association

Talent for Europe and LatinoEmpresa began as a de facto community in March 2023. On 20 November 2024 that trajectory was formally constituted in Geneva as The Integral Management Society.



FOUNDING CHRONOLOGY

From de facto activity to legal personality

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- March 2023 to 19 November 2024: a de facto working community, with no Swiss legal personality, that drove Talent for Europe, LatinoEmpresa and the first relationships in Geneva.
- 20 November 2024: constitution of the association in Geneva under articles 60 et seq. of the Swiss Civil Code.
- 20 November–31 December 2024: first legal period; governance, institutional presence and review of the pre-constitutive file.
- From 2025: the Society's first fully operational and financial year.

TALENT FOR EUROPE

The first initiative: Latin American talent in Europe

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- Launched in March 2023, drawing on the founders' direct experience as migrant and reverse-migrant entrepreneurs.
- Purpose: to facilitate the transition, integration, entrepreneurship and connection of Latin American capabilities with relevant European ecosystems.
- No political stance on migration: the focus is entrepreneurship and selective, qualified mobility.
- It offered no regulated legal, migration or financial advice, and guaranteed no visa, funding or employment; it remained a non-profit initiative, later integrated into the LatinoEmpresa Circulus.

The public interface for communication and community

— 23 February 2023: publication of «Petróleo no Convencional», recovering and recontextualizing a 2013 field study on Chicontepec — with no travel or field cost attributed to 2023.

— 26–27 October 2023: Valencia Digital Summit, with interviews of Latin American women entrepreneurs from Colombia, Peru, Costa Rica and Mexico.

— Early institutional relationships with Startup Valencia, the Generalitat Valenciana, the city of Valencia and the Diputación.

— Non-commercial function: public-interest communication, event documentation and building a transnational community, with no service invoiced.

ACTIVITIES 2024

Three documented activities of the year

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14 FEB

Bella Flor Café Technical Tasting

Meraki Beach Hotel, Valencia: technical tasting, interviews and analysis of export, market and HORECA relations.

18–21 MAY

Crisol de Culturas — Mostra'm

La Vall d'Uixó: interviews and mapping of migrant associations (PANGEA, Hondureños Unidos, Red Cross, Cáritas and others).

NOV

Genève, city of fine watchmaking

Historical research and photographic documentation of Geneva's watchmaking and jewellery trades, in dialogue with Totonacapan heritage.

GENEVA AND THE UNITED NATIONS

First institutional presence at the Palais des Nations

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- 21–29 November 2024: documented presence through photographic and audiovisual records, non-commercial and financed directly by members.
- 28 November 2024: participation in the Expert Consultation on the application of the UN Guiding Principles to technology companies (Human Rights Council resolution 53/29).
- Themes addressed: accountability of technology companies, algorithmic exclusion and governance of digital systems, migration technologies and digital identity, reliability of electoral infrastructure.
- These participations are not presented as an official UN mandate or as representation of an international agency.

DIAMOND INSIDE

Methodological origin of a preservation framework

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- In 2024 the founders studied how to identify and integrate an organization's real capabilities before consolidating, standardizing or retiring its applications.
- The reflection drew on the founders' prior professional experience in the Swiss high watchmaking and jewellery sector, and on non-commercial methodological exchanges with agencies in the field.
- A confidential academic collaboration around a University of Lausanne master's thesis helped formalize the central questions, with no transfer of income to the association.
- The framework also drew on the study of Totonacapan communities of practice and the La Bola de Oro lineage: master–apprentice transmission, tools, precision repair and continuity through disruption.

SEPARATION OF ACTIVITIES

Commercial services and other activities directed at clients in the sector were carried out exclusively by persons and entities distinct from the Society. Neither the pre-statutory community before constitution, nor the Society after it, identified itself, nor should be identified, as a supplier, provider or business partner of those clients.

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ACCOUNTING RECOGNITION 2024

The first financial year in figures

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CHF 24,711

Pre-constitutive expenses recognized

Disbursed by the founders between March 2023 and 20 November 2024

CHF 0

Result of the year and balance sheet

Gratuitous, irrevocable contribution by the founders; no cash flow

100%

Voluntary contribution by the founders

With no right of restitution, remuneration or participation

FINANCIAL YEAR PROFILE

Institutional profile 2024

THE INTEGRAL MANAGEMENT SOCIETY

Seat	Genève, Switzerland
Institutional address	MSA — 41A route des Jeunes, 1227 Carouge, Genève
Constitution	20 November 2024 (art. 60 et seq. of the Swiss Civil Code)
Nature of the document	Detailed activity report and annual accounts
Accounting treatment	Subsequent recognition of pre-constitutive activities and eligible expenses (CHF 24,711); transitional debt, irrevocable waiver and gratuitous contribution by the founders
Statutory reference	Statutes in force — articles 2–7, 28–35, 40 and 48

The transactional detail is kept in the internal evidentiary file and may be submitted to the AFC or another competent authority.

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