Abstract
Organizational systems go on a par with the processes of social changes. The objective of this paper was to theoretically show the evolution, theories, criteria and characteristics that support the development of organizations. A literature and documentary review was made on this topic in digital databases as Scielo and EBSCO and in available documents from the repository of the National School of Public Health library. The used subject headings were organizational systems, management theories, organizational development and change management. Direct content analysis served to process data. The organization was defined as an artificial structure created to achieve certain objectives. It was stated that there are four types of systems of organization design: authoritarian exploiting, authoritarian benevolent, consultative and participatory. It was explained that the system theory suggests four implications: interdependence, openness, macroscopic analytical and microscopic analytical frame as well as the adaptation and innovation of the organization. The evolution of the organizational structures, the changes at organizational level and in the management paradigms were also presented. Nowadays, there is a need for the organizations to design structures that can be more flexibly change and such a change should occur as a result of the members’ learning. This means creating conditions to promote high performance teams, on the understanding that team learning generates value for work and more adaptability to change, with broad vision toward innovation. The central aspect of the organizations, with a view to being successful, is the quality of its leaders.

Keywords
Organization, organizational systems, management theories, organizational development and change management.