

Leadership Competencies of Barangay Officials in Quezon City towards A Better Grassroots Governance Framework

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Abstract

This study examined the leadership competencies of barangay officials in Quezon City and their relationship to grassroots governance outcomes. Using a descriptive–correlational design complemented by qualitative interviews, data were gathered from 300 respondents across 18 barangays representing diverse contexts. Leadership competencies were assessed in nine domains, while governance performance was evaluated across four areas. Results revealed that barangay officials demonstrated strengths in ethics, interpersonal skills, communication, emotional intelligence, and resilience. However, significant weaknesses emerged in visionary and strategic thinking, problem-solving, and adaptability, which directly constrained governance outcomes. Governance performance was rated high in community engagement and resource utilization but critically low in-service delivery, peace and order, and financial transparency. The findings partially align with Transformational Leadership Theory, as officials displayed idealized influence and individualized consideration but lacked inspirational motivation and intellectual stimulation. A Grassroots Governance Framework was proposed to guide leadership development and institutional reforms. The study concludes that enhancing adaptive competencies, strategic foresight, and accountability mechanisms are vital for strengthening grassroots governance in Quezon City. Policy recommendations include targeted training programs, participatory budgeting, citizen feedback systems, and youth inclusion initiatives.

Keywords: leadership competencies, barangay governance, grassroots governance, transformational leadership, Quezon City